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PRINCIPAL INVESTIGATOR: Dr. B. Kathleen Jordan

CONTRACTING ORGANIZATION: Research Triangle Institute
Research Triangle Park, NC 27709-2194

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FOREWORD

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THE NATURE AND OUTCOMES FOR WOMEN OF STRESSORS ASSOCIATED WITH MILITARY LIFE

YEAR 2 ANNUAL REPORT

1.0 INTRODUCTION

This study examines (1) what are the stressors that most negatively impact Army women; (2) what factors ameliorate the effects of negative stressors; (3) what are the negative outcomes that result from stressors? A full review of the literature in this area may be found in the original proposal or the Year 1 report. In Year 1 we conducted focus groups to expand our knowledge of stressors of Army women and finalized the draft questionnaire. We are currently in the data collection phase of the study.

1.1 Information Needed to Better Understand the Nature and Effects of Stressors on Women in the Military

Much has still to be learned about stressors of women in the military in general and in the Army and the Reserve specifically. Although stressors of military women have been found to be similar to the stressors of other women, and although negative outcomes related to stress appear to be similar for both populations, the information currently available is insufficient to develop effective intervention and prevention programs.

First, we need data on stressors and outcomes on a broader sample of women in the Army and Reserve. Previous studies have been focused particularly on nurses and small groups of other women such as military police units. These data do not represent the wide variety of occupations of Army and ARNG women. We particularly need more information on The Army Reserve. We have found no studies to date on stressors of these women.

Second, we need more detailed information on the stressors themselves--it is insufficient to say that "working in a predominately male environment" is a stressor. What are the specific factors that make these roles stressful and why are they less stressful in some units than in others?

Third, we need more information about the relative importance of different types of stressors and how stressors relate to socio-demographic characteristics, occupation, etc. Prevention and intervention programs can then be targeted for particular groups of women. For example, the most serious stressors for unmarried junior enlisted personnel may be different than those for older married women officers. The most important stressors of nurses are likely to be different from the most important stressors of combat support personnel.

Fourth, and similarly, we need to better understand those factors that mediate stressors. For example, how does social support influence whether a particular type of stressor impacts negatively one woman and not another with similar demographic characteristics? What organizational structures and programs might be changed or developed to help women in the Army and Reserve access and use buffers such as social support more effectively?

The proposed study will address these issues. We propose to examine:

1. What are some of the most important stressors of women in the Army and Army Reserve and what is relative importance of the various stressors? We need information about war zone and non-war zone stressors, both acute and chronic stressors, and stressors of women in the myriad roles they now occupy in the Army.
2. What are the negative outcomes that are the result of stress and how is exposure related to outcome? We need information on the relationship between stressors and diverse serious outcomes: health consequences, mental health consequences, substance abuse and dependence, and job performance and retention.
3. How do mediating variables impact the relationship between stressors and outcomes? For example, how do socio-demographic characteristics, such as age and rank, mediate the effects of stressor exposure on outcome? What potential buffers--such as support from supervisor--are most effective at reducing negative outcomes?
4. What characteristics of the unit are associated with negative outcomes?

The proposed study will provide data never available before---data that Army decisionmakers and planners can use to develop mechanisms, such as prevention and intervention programs, to reduce stressors and their impact on Army women.

1.2 Hypotheses/Purpose

Our purpose is to:

- (a) identify the most important stressors and their outcomes among women in the Army and Army Reserve;
- (b) describe the relationship between stressors and risk factors, including mediating factors such as socio-demographics and buffering agents; and,
- (c) make recommendations about prevention strategies that might be employed to reduce stressors and their impact.

Our general hypotheses are that:

- exposure to stressors is associated with poorer outcomes, including subsequent health and mental health status, substance abuse, and occupational functioning;
- some exposures (e.g., exposure to enemy fire) are more pathogenic than others (e.g., exposure to extreme living conditions); and,
- socio-demographic and other characteristics mediate the effect of stressors on outcomes.

Our specific hypotheses for the study are based on findings from the literature to date. These include:

- Women in occupations that present more physical danger and more serious daily hassles, such as combat support and military police, will report more stress and have more negative outcomes than women in other occupations.
- Women in units likely to be deployed first will report more stress but will have significantly higher negative outcomes only if deployment has occurred recently or is likely to occur soon.
- Women with children in the home will report more stress than women with no children; single mothers will report more stress than married mothers; women with younger children will report more stress than women with older children.
- Women in units that are predominately male (e.g., 80% or more) will report more stress and have more negative outcomes than other women.
- Women in their first year of enlistment will report more stress than other women. Older women will report more stress than younger women other than first term women. Both first term and older women will have more negative outcomes than other women.
- Women with less education will report more stress and have more negative outcomes than more educated women.
- Women who have served in a war zone or similar hostile situation where they were subject to threats to their lives will have more negative outcomes than other women, controlling on age and education.
- The greatest sources of stress will be: being a parent of young children; being in a predominately male unit; being in a unit where the males have a strong negative attitude toward women serving in their unit; and age.
- Mediating variables will include socio-demographics (age, education), support of supervisor, support of male colleagues, and finding the job rewarding.
- Negative outcomes associated with stressors will include more use of health services, more sick time, more reported health problems, more psychological distress, more use of alcohol, and less commitment to staying in the military. In general, other performance measures are not expected to be significantly related to stress.

We will examine these hypotheses in a multivariate framework, so that we can assess the long-term, independent effects of a variety of military stressors while controlling for potentially predisposing characteristics of the individual.

The conceptualization that will guide our analyses is the model in Figure 2. This is consistent with Lazarus and Folkman (1984) and their colleagues who have advanced the position that the patterns of adjustment after stress exposure differ because they are influenced by the variance in characteristics of both stressors and the affected individual.

The data from this study will enable us to assess the distribution of stress exposure across women in the major occupational specialties and different deployment statuses that women hold in the Army and Reserve today. Although descriptive, this information is critical for thinking about potential preventive efforts. Within the scope of this study we will not be able to collect data on a representative sample of women in the Army and Reserve, and therefore cannot provide prevalence estimates of stressors and outcomes of women in these two services. Nonetheless there is much we can contribute to the knowledge about stressors of women in the military.

The final report will include information that will provide data on a broader array of women, stressors, occupations, and outcomes than has ever before been gathered. These data, therefore, will provide a better portrait of the most important stressors of women in these branches of the military, particularly women in the most common occupational specialties. Second, the collected data will allow the examination of the relationship between stressors and outcomes, and to determine what variables mediate these relationships. Thus, the data from this study will enable us to examine the more immediate health, mental health, and performance consequences of the kinds of stress to which women in the Army are routinely exposed.

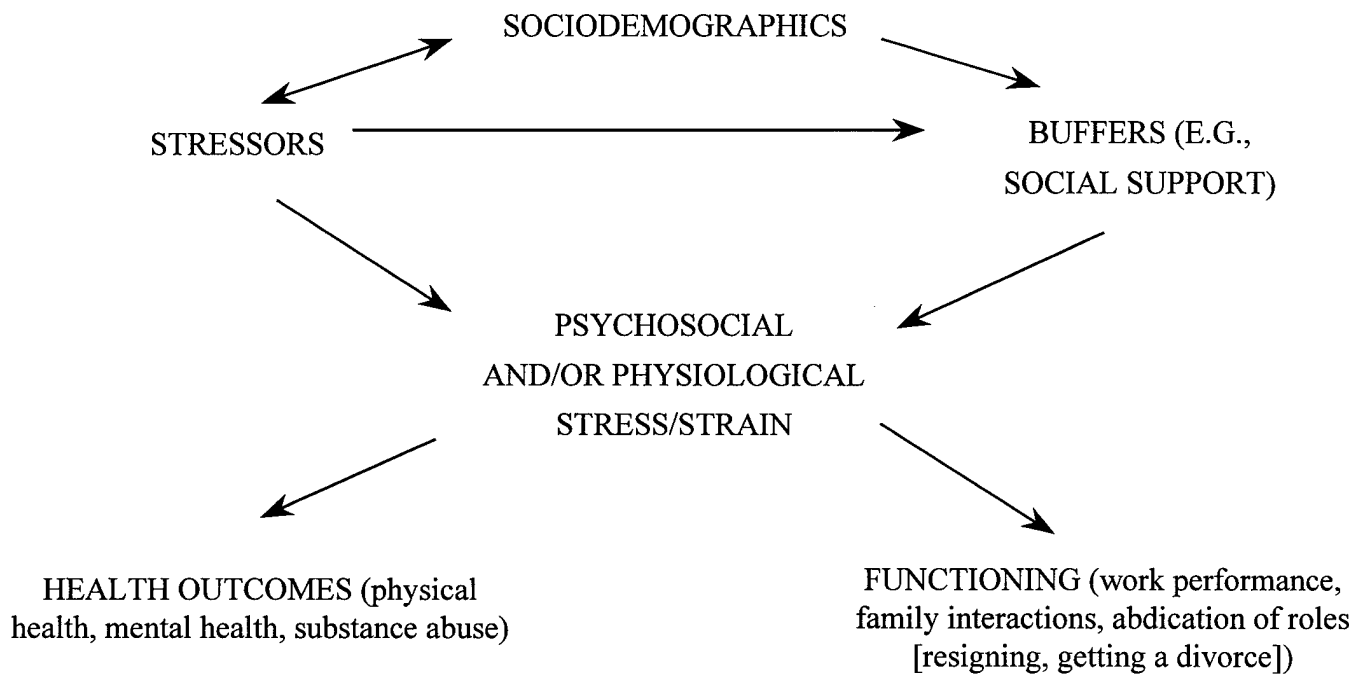
In our primary data collection, we will over sample units that contain individuals who have served in a war zone or in regions in which soldiers were at risk of being injured or killed by enemy fire, such as Somalia. If we are able to obtain enough such respondents, we can examine models of traumatic stressors on outcomes.

Because of the very limited previous research on stressors of women in the military, at least a portion of the proposed analyses may be best described as "informed exploration." We believe, however, that an exploratory approach is appropriate given the state of current knowledge about the impact of stressors on women soldiers; we also believe that the risk of spurious findings is reduced by the use of a specific conceptual model to drive the analyses.

1.3 Technical Objectives

Our technical objective is to identify experiences and conditions that are the most stressful to women in the Army and Reserve and that have the most frequent and/or most serious negative outcomes for the women and the Army. This object will be accomplished by:

Figure 2



- conducting focus groups and self-report questionnaires to collect data on major stressors and outcomes from women currently on active duty in the Army (completed in Year 1); and,
- examining newly collected data to determine: a) the nature, likelihood, and outcomes associated with various types of stressors for women currently in the Army, and b) the mediating effects of socio-demographic characteristics of the individual, the women's occupation and family, the environment, and other factors may have on outcomes.

1.4 Accomplishments in Year 1

The accomplishments in Year 1 are fully described in the Year 1 report, which may be found in Appendix B. In summary, in Year 1 we:

- finalized the study design, including changing our study groups from the active duty Army and the Army Reserve National Guard (ARNG) to the active duty Army and the Army Reserve;
- spent a lot of time and effort attempting to contact and obtain cooperation from active duty Army and Army Reserve officials in order to obtain permission to use Army active duty and Reserve women as subjects in our study;
- began our efforts to line up sites at which to conduct the data collection;
- conducted focus groups with Army women to supplement the literature on the nature of stressors of Army women;
- developed a draft questionnaire for the full survey; and
- developed the sampling frame for the study.

2.0 YEAR 2 ACTIVITIES

A number of important activities were completed during the second year of this study. Focus groups with women Reservists were completed (focus groups with active duty women were completed in Year 1), as well as a final focus group report. Major accomplishments of project staff included gaining permission from commanders to allow us access to women soldiers, successfully recruiting sites for focus group and questionnaire administrations, data collection for 419 Women Reservists, and the initial development of the data management system.

The Year 1 Annual Report documented difficulties we encountered in obtaining cooperation from military sites to gain access to women soldiers. At that time continuing problems with site recruitment and cooperation for questionnaire administration were anticipated for Year 2. However, project staff have persevered in their efforts and have been able to accomplish most of the activities and goals planned for Year 2. The remainder of these tasks will be carried out in Year 3.

2.1 Focus Groups

During Year 2, we completed focus group activities, with active duty women that had begun in Year 1. Two focus groups with women Reservists in Maryland and Virginia were conducted. A written summary of the four active duty Army focus groups may be found in Appendix A. Verbal briefings were provided to project staff members on findings that came out of the two Army Reserve focus groups.

The results of the focus groups were used to inform the development and formulation of the survey questionnaire that was in draft form at the beginning of Year 2. Key issues were identified from the focus groups that were not addressed in the items in the draft questionnaire. An example of these issues includes stress caused by Physical Training (PT), stress caused by struggling to meet Army weight standards, and stress caused by working with civilian colleagues. Discussion of the inclusion of additional questionnaire items to address these issues will be found in Section 2.4.

2.2 Preliminary Short Questionnaire

Responding to our Army consultant's observation that we would find it almost impossible to recruit senior non-commissioned officers for focus group research, we developed a short questionnaire (see Appendix C) similar to the focus group moderator guide. Project staff examined the results of the short questionnaires, in conjunction with the results from the focus group findings to inform the development of the survey instrument. The results of the short questionnaire used for senior non-commissioned officers can be found in Appendix D.

2.3 Cooperation and Access

One goal during Year 2 was to contact reservist and active duty Commanders at strategically chosen locations in order to solicit their support for the administration of our questionnaire to women in their units. Some senior Army staff continued to have reservations about giving us access to women to complete our survey. It appeared that this was at least in part, the result of the negative press the Army was receiving about allegations of sexual harassment in the military. Senior officers were concerned about anything "negative" that might result from our study. Therefore, our Army consultant recommended early in Year 2 that we postpone recruitment of units in the active duty component until some of the media attention subsided. She recommended that instead we first focus our efforts on the Army Reserve during Year 2. This served our aims well. First, overall, the senior staff in the Reserve seemed to have more interest in our study than active duty Army staff because the Army Reserve tend to be "understudied" compared to the active duty component. Nonetheless, our experience in gaining cooperation and recruiting with the Army Reserve allowed us to improve on our recruitment strategies for the active duty Army. Second, it appeared that, as predicted by our consultant, officials in the Army became more cooperative as

the negative press over sexual harassment issues subsided and so were more willing to grant us access to women as time passed.

Early in Year 2, project staff began recruitment procedures for the Army Reserve only, postponing recruitment of the Army personnel until the summer of 1998. In the first months of 1998, we contacted an individual at US Army Reserve Command (USARC) to help us gain support of officials in Reserve Support Commands (RSCs) in locations across the East Coast. We began by identifying the RSCs on the East Coast that contained Units with a large proportion of women in our targeted population. We were interested in recruiting women who were representative of the national population of women Reservists in terms of race, rank, and marital status. We also wanted a high proportion of women 1) in the most common occupations and 2) who would be subject to rapid deployment. Therefore, we wanted to ensure that we had sufficient numbers of women whose occupations were defined as operational and whose Military Occupational Specialties (MOSSs) fell under the categories of Administration, Medical, Signal, and Supply. We obtained data from US Army Reserve Command on the concentrations of women across the United States and, with guidance from our Army consultant, we were able to select the following RSCs as those from which we would draw Units: Oakdale, PA, New York, NY, and Birmingham, AL.

Soon after selecting the sites that satisfied our selection criteria, project staff members began developing strategies to recruit female Reservists. The initial step consisted of an official memo sent by our USARC contact to each of the selected RSCs. This memo served to introduce the study, and requested names of unit-level commanders that might be contacted by the RTI Project staff. These unit-level contacts would assist with site visit logistics, and provide demographic and descriptive information on unit members. We then made initial contacts with the unit officials via phone.

In the early stages of planning for recruitment, our Army consultant informed us that it might be problematic to get Commanders to allow women to participate on drill weekends. Furthermore, most Army Reserve units only had small numbers of women soldiers so if we went to individual units, data collection would require going to a large number of sites to reach our target of 800 women Reservists. Therefore, our Army consultant obtained approval from an official at the Pentagon's Office of the Chief of the Army Reserve (OCAR) for Additional Drill Assemblies (ADAs). This arrangement would entitle 800 women Reservists to receive an additional half-day of pay for their participation in a survey administration on a weekend day that was not their scheduled drill weekend. It was presumed that the use of the ADAs would be less disruptive to unit activities, increase participation rates, and as well as increase the number of subjects from whom we could collect data at one administration.

Project staff anticipated the administration of the surveys at strategically chosen RSCs that would result in higher participation rates since it was thought that:

- 1) there was a higher concentration of reservists located near the RSCs, and
- 2) the RSCs were better equipped to accommodate survey administration of between 100 and 200 women at a time.

It soon became apparent that ADAs were perceived to be an administrative hassle by Army Reserve officials. Our contacts at the chosen RSCs expressed their concerns about the amount of paperwork that the ADAs would create for them. Many of them noted that to get enough women to gather on a non-drill weekend would require some women to travel from over an hour away twice in one month---once for the survey, once for their scheduled drill. After three months of negotiations to recruit women Reservists, the issue of ADAs became moot when the officials in the Army Reserve withdrew their offer to pay soldiers to travel to our data collection sites.

Discontinuing the attempt to utilize the ADAs was seen as positive by many in the RSCs. However, we still were faced with many roadblocks and difficulties in identifying and recruiting units that would cooperate with the study within our time frame. It now became clear that we would have to go to many more sites to collect data than originally planned. This was now late spring and many units were about to begin their Active Duty Training (AT) and so were unable or unwilling for us to convene relatively large groups of their female military personnel on their annual two week training session. Also, many soldiers identified to be liaisons evidently became tired of dealing with this issue, and so became less and less available by phone, fax, or e-mail. In some instances, we had to elicit the direct assistance of both our Army consultant and our liaison at USARC to intervene and persuade the designated unit contacts to respond to our continued requests and needs. Thus, as a result of previous delays stemming from the opposition to the use of ADAs and the subsequent difficulties in getting units to respond expediently, we began data collection in July and August instead of our target of April and May.

After this period of difficulty, attributable to lack of sponsorship at the Army level, things began to improve. When we were finally able to establish direct communication via phone with the designated unit contacts, some of them assigned a different person to handle the logistics of arranging a site visit to their location. In general, these newly assigned staff were more responsive than those we had been dealing with previously. Thus, the coordination and recruitment process picked up momentum and Army Reserve staff, as well as civilian staff at some sites, began to collaborate with RTI staff and facilitate the logistical arrangements for our questionnaire administration more effectively.

2.4 Final Questionnaire

During Year 2, we modified the first draft of the core questionnaire. Using the results from the focus group analysis, we identified topical gaps in our instrument that is, we found that some issues that were raised consistently in our focus groups that were not adequately addressed through the item pool in our questionnaire. In order to fill such gaps, we developed additional questions and inserted them in appropriate locations. We also spent time formatting our instrument so that it would be more user friendly and less prone to subjects making inadvertent errors. In this stage we also shortened several sections of the questionnaire in order to keep the length at no more than one hour.

After the second draft of the questionnaire was completed, we recruited women to pretest our instrument. We offered a \$25 incentive to women who were in or had previously been in either the Army or the Army Reserve and who would complete our draft instrument and provide comments. Our method for recruitment included word of mouth and sending an e-mail to the staff members of a large research unit at RTI to request volunteers. In addition, the e-mail included mention of appreciation to staff notifying female friends or family who were past or present military personnel and who might be willing to participate.

Three volunteers completed the pretest, two RTI employees and a friend of an RTI employee. The pretest took two hours—one hour to complete the survey, and one hour for a member of the project team to get feedback from the pretest volunteers regarding difficulties with, and ways to improve the questionnaire. Completion of the survey instrument at pre-test did not exceed one hour and ten minutes. We also asked the volunteers to comment on the content and appropriateness of the individual items as well as the question and topic flow.

The volunteers provided information immediately after completing the questionnaire. A member of our project team conducted the pretest debriefing. Subsequent to all three pretests, verbal summaries of the debriefings were given to the project team. In addition, comments from a review of the instrument by our Army consultant and all project staff were pooled and considered during the final phase of questionnaire revision. Minor changes were made to the questionnaire based on these comments before the final version was complete.

A second version of the questionnaire was created and modified slightly so that a few questions, which had been previously designed to refer only to the active duty Army, were changed to refer to the Army Reserve. This became the Army Reserve questionnaire and was used throughout Year 2 to collect data from US Army Reserve women. (See Appendix E for Final Questionnaire.)

2.5 Consent Forms and Other Materials

In Year 2, we developed supporting materials that would be distributed during the administration of the survey. We first designed an information sheet for Commanders that introduced the study, and provided general information on the issue areas addressed in the questionnaire, what would be required of the women. The information sheet also included the names of researchers at RTI whom Commanders could contact if they had additional concerns or questions (see Appendix F). We developed a list of Frequently Asked Questions (FAQs) similar to the previously described information sheet (see Appendix G). The FAQs were used at the beginning of each questionnaire administration session. The women were instructed to read the FAQs as the information was relayed verbally by the proctor. Then the women were asked to keep the FAQs, which contained contact information, in the event that they had questions or concerns about the study or their rights as study participants.

2.6 Human Subjects Review

All developed materials were sent for review to RTI's Internal Review Board (IRB). The review ensured that all research being conducted by RTI on human subjects passes a battery of stringent requirements designed to meet the ethical treatment of all human research participants as well as federal human subjects guidelines. Any concerns or clarifications that the IRB required were addressed and revisions to the instrument and materials were made. A copy of the IRB approval is included in Appendix I.

2.7 Questionnaire Administration to Women Reservists

In July 1998, we began administering surveys to women Reservists. As we have previously noted, no recruitment was done in Year 2 for the 800 active duty Army women. See Chapter 3.0 for the time line for completion of this activity.

Survey administration required that two female project staff travel to each data collection site to proctor the session. As women Reservists entered the administration room, they were directed to sit only in the chairs that had a FAQ and a pencil on the table in front of them. At those sites where space and equipment permitted, chairs were arranged so that there was one empty seat between the women participants to ensure confidentiality.

Project team members created a proctor guide that provided specific instructions for preparing and conducting the data collection visit. The proctor described the study and what would be asked of respondents, and explained that the study was anonymous and how long it would take to complete the questionnaire. The proctor then asked for questions, explained that participation was voluntary, and that

anyone who chose to was free to leave at any time during survey administration. In all of the completed administrations, only one woman left without complete the questionnaire. Women were also instructed that they should leave when they had completed the questionnaire and drop their questionnaires in a box on the way out. Table 2.1 shows our progress in Year 2 for numbers of women who have successfully completed our questionnaire.

Table 2.1 Year 2 Progress for Army Reservists

Reservists State	Administration No.	RSC	Completion
PA	01	99 th	41
PA	02	99 th	70
DC	03	99 th	120
NY	04	77 th	102
AL	05	81 st & 87 th	86
TOTAL			419

Completion of the survey instrument ranged from 40 to 90 minutes, and overall questionnaire administration averaged one hour.

2.8 Data Management

Because of delays getting recruitment and access to units and women, we did not key any data in Year 2. Please see the timeline in Chapter 3 for the projected completion date of this activity. During Year 2, however, project staff started outlining the data entry procedures. We held several project meetings at which we developed procedures for data receipt, data edit, keying and decided on the format for the data files. In addition, we assessed the feasibility of utilizing data entry software that would enable the questionnaires to be automatically scanned into a database instead of being keyed. We determined that this process would be too costly for a survey of only 1,600 respondents.

2.9 Summary

In Year 2:

1. we completed all focus groups and a focus group report;
2. we modified the draft questionnaire based on feedback from the focus groups and finalized this questionnaire;
3. we obtained cooperation from senior staff in the Reserve and recruited sites for Reservist data collection;
4. we collected data on 419 Women Reservists at several sites; and
5. we began our efforts to obtain cooperation from senior staff in the Army active duty component;
6. we began to develop the data management tools.

3.0 YEAR 3

In Year 3, we will complete the data collection and start on the next phase of the project, the data analysis. See Exhibit A which provides a timeline for these tasks.

3.1 Activities Planned For Year 3

Unlike the problems faced during years 1 and 2, the project staff does not anticipate major obstacles during year 3 (1998-99). At the time of this report active duty commanders had already been contacted and their level of cooperation overall has been very good. The active component has opted to task study planning and execution through operational channels, which has greatly facilitated support and responsiveness.

In year 3 we will complete the following activities:

- Continue to seek permission from reserve unit commanders to administer questionnaires to women Reservists in order to complete our goal of 800 reservist interviews. Proceed with the planning and completion of site visits until all reservist interviews are completed;
- Modify the wording of the questionnaire for administration to active duty women;

EXHIBIT A: SCHEDULE FOR COMPLETION OF ACTIVITIES

	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Obtain permission for installations to administer questionnaire for remaining reservists												
Complete data collection for reservists												
Edit questionnaire for administration to active duty												
Obtain permission from unit commanders to administer questionnaire to active duty women												
Initiate complete all data collection for active duty women												
Edit, copy, and key questionnaire data												
Create computer files from these data												
Analyze data collected from the reservist and active												

- Establish contacts with US Army Medical Command (MEDCOM), US Army Forces Command (FORSCOM), and the Military District of Washington (MDW) and coordinate with installation commanders to administer questionnaires to active duty women.
- Plan and complete approximately 10 visits for data collection from active duty women, completing 800 interviews with active duty women;
- Edit, code, key and create computer files from the data collected from both the Army Reserve and active duty women;
- Analyze data collected from the Army Reserve and active duty women;

3.2 PROBLEMS ANTICIPATED IN YEAR 3

We anticipate that we may have to travel to many more Army Reserve units than originally planned because the number of women at each unit has been smaller than we expected. In order to obtain the distribution of MOSs we are seeking for active duty women, we may also have to travel to more distant locations than planned. We think we can nonetheless keep our costs within our budget.

We do not anticipate further problems with poor cooperation from commanders because of media attention to sexual harassment allegations. Cooperation from commanders contacted recently has been relatively good. We will have to continue in Year 3 to carry out data collection tasks originally projected for Year 2. This means we will not complete data analysis for our final report in Year 3 and will be asking for a no-cost extension for a fourth year to complete these tasks.

REFERENCES

1. Lazarus R, Folkman S. *Stress, Appraisal, and Coping*. New York: Springer, 1984.

APPENDICES

APPENDIX A: FOCUS GROUP REPORTS

FOCUS GROUPS FOR WOMEN IN THE MILITARY: REPORT #1

Place: Ft. Belvoir
Date: 7/1/97
Moderator: Jenny Schnaier
Note taker: Jenny Matheson
Number of participants: 12
Regular army or reserves: Army
Deployment unit or not: Deployment
Results of the tally sheet
(demographic characteristics
of group): 8 African American; 4 White
Occupations of participants: Jobs include medical staff on postpartum ward, 4 MPs, medical staff in surgery unit of hospital, headquarters JAG, AIT, and four engineers in training.

Any participants ever
deployed or not: 4 focus group participants said yes, 4 focus group participants said no, all 6 who filled out the written questionnaire said no.

Length of discussion: 2 hours
Number asked to complete
questionnaires instead of
focus group: 6

Occupational Stressors--Work environment/hours/type of work

At least seven of the soldiers agreed non-verbally or verbally that the hours that they had to work were bad. One said they have to work twelve hour shifts for three or four days, then get a couple of days off. But they added that on those days off, they are on call 24 hours a day unless they officially take leave. One said she is not really off the job since she is always on call. A couple of soldiers added that they get called in to work for someone who is sick or has not showed up simply because the Army would have to pay civilians overtime, and they're not willing to do that. Shift work is a problem. One woman said she seemed to work more than any of the males in her unit.

For those living on base in the barracks, the soldiers expressed concern that they were always the ones to be called back to the job if someone didn't show up for work. Because they are so close by, they said they are the ones who are asked to come in when they are supposed to be "off duty".

In addition to work hours being long, a couple of soldiers described their working quarters as being cramped, especially the hospital where patients were housed four to a room at times. This was not only a problem for the patients, but the hospital staff cited it as a problem for them also

because the patients were unhappy with the cramped work environment. They expressed that they hoped the patients knew it was not them who wanted it that way, but the administration.

A couple of the military police described their work environment as scary at times because they feared someone turning a gun (or their gun) on them and shooting them. They said they go to a call by themselves and call for back-up if needed, but often the fear is stopping someone on the street for a traffic violation and that person thinking, because she's a woman, they can overpower her. They said there is a fear of the unknown that someone might have a gun when you pull them over.

One issue all of the soldiers seemed to agree upon was the problem of working with civilian colleagues. The consensus was that the civilians should have no right to tell soldiers what to do. The soldiers resented the fact that the civilians get vacation and sick days, get to start work later in the morning, but still get to dictate when the soldiers arrive and leave, and whether they can take time off for sickness or for a child's illness. They wonder how it's fair to put civilian staff in charge of the military staff. They added that they should be treated equally...for example, that civilians who have the same work responsibilities ought to face the same punitive consequences as the soldiers (e.g. not going to work would be punished in a similar way).

Occupational Stressors--Equipment/clothing

There was a feeling by a few of the soldiers that there was very little equipment to go around to each person who needed it to do their job, and the equipment that was available broke down often. By equipment, they were talking about buffers for the floor. Similarly, one of the medical staff mentioned a certain procedure that she does whereby the equipment, instead of being disposed of in a civilian hospital, has to be sanitized after each use with a special brush. There was only one of these brushes to clean the piece of equipment. This was seen as a hassle on the job in terms of lack of equipment.

Occupational Stressors--Injuries

A few members talked about physical demands during pregnancy and following their maternity leave. They felt that not enough consideration was given during pregnancy and that they needed longer than the six weeks post-partum allowed before being expected to be at 100% physical performance.

Occupational Stressors--Training routines

Occupational Stressors--Organizational structure/staff changes

At least half of the soldiers agreed that working with officers or anyone of a higher rank was difficult for lower ranking people because the higher ranks have unreasonable expectations of the

lower ranks. The sense from many soldiers was that higher ranking soldiers and officers want things done when they want it, regardless of the feasibility of the request. They felt that the demands put upon them were often unreasonable, just because they were ranked lower than the person making the request.

Another cause of stress related to the military hierarchy was a higher ranking member of the military challenging the authority of an MP. The MPs in this group, as an example, said sometimes when they have to give an officer a ticket the officer says "Do you know who I am?", implying that the MP should not give a ticket to someone of a higher rank. The MPs also have problems with military personnel and the families of personnel (officer's wives, officers, high ranking officials) who they believe sometimes make nuisance requests of the MPs. An example is if a gate onto the installation that someone thinks should be open is closed due to Army policy, there might be a complaint made to the MPs including demands that something should be done to correct the inconvenience it caused this particular person.

Occupational Stressors--Pay

Pay is a big problem for some of the soldiers. They feel they are unfairly compensated. One of them said she makes so little money she could qualify for food stamps. Some agreed they have a hard time wanting to fight for people who are living in \$200,000 homes when the soldiers barely can make ends meet. The pay issue generated a fair amount of discussion and what appeared to be resentment by many members of the group.

Occupational Stressors--Supervising others

Occupational Stressors--Social aspects

Fraternization is not allowed, and a couple of women expressed that they would like to go out to area bars and clubs for relaxation, but they noted that they have to be very careful about with whom they talk. They added that they see a lot of military men out at the clubs and the bars...evident by all of the crew cuts! One of the soldiers mentioned that they are not allowed to talk to trainees when they are out socializing. They agreed that they even have to make sure the men they talk to are not of another branch of the military (i.e., Navy).

The trainees mentioned that they are not allowed to go off base until they have been "phased" or have finished their training. All they can do is call home, sit in the day room, and watch other people having barbeques and having fun. One trainee who had not yet phased lamented that she couldn't even go home to see her family, although her family lived only about an hour away.

The soldiers said they often have BBQs, parties, and listen to music with others in their barracks. This is one way the relieve stress. The trainees commented that they didn't like this because they could do none of those things until they had phased, but have to sit in their rooms and hear the

partying and enjoyment going on outside of their building.

One implied social issue was that for those soldiers who lived in the barracks and were often called in for duty on their off hours, it caused them difficulties in maintaining a social life.

Occupational Stressors--How their stress is different from men's

Some soldiers agree that male soldiers get away with a lot, and that it all boils down to perception and who you know. The group agreed that if the Drill Sgt. sees a woman doing something she shouldn't, they will jump all over her quicker than on a male. Most of the soldiers agreed that if you work in a male environment, you will have problems with being treated unfairly. There was general consensus that women are always treated poorly and they always will be. They can complain but it will all be the same in the long run, except that there may be repercussions to the woman for complaining.

Another difference between the stress men and women in the military face is that men don't get pregnant. Most of the soldiers agreed with this. They said men don't know how hard it is to be pregnant and to have to get up at 6:30 AM to do physical training (PT), then work until 4:30 in the afternoon. They believe that most men assume all females are getting pregnant to get out of going on assignment or to get out of doing PT. They felt like men resented the six weeks women get for pregnancy leave as if it were a vacation. A couple women who had been or were pregnant complained that it was hard to do PT while pregnant. One also complained about having to walk up and down stairs in her job all day while pregnant. A couple people agreed that it was bad when they had to come back from 6 weeks pregnancy leave and immediately do a PT test, which they were expected to pass. Now they don't make the soldiers do that any more. The overall sense of the group, however, was that the military is unsympathetic to women who are pregnant and in the military. The group felt that those who have not been pregnant and in the military don't appreciate the difficulties of it.

One woman whose husband is also military said it's stressful that when their baby is sick at day care. The day care workers only call her to come get the baby, not her husband, because she is the lower rank of the two spouses. She often is the one who has to stay out of work with the baby for 24 hours each time because of the day care rules. The feeling seemed to be that this was unfair.

The group agreed that sexual harassment is a big thing. They said there is harassment up and down. A number of women agreed that sexual harassment happens twenty four hours a day in the military. A group of women noted that men don't say anything if women are sexually harassing them...only if other men are sexually harassing them. One interesting perception from a couple of soldiers is that nothing happens to the civilians who work on post who sexually harass people. There was some disagreement among group members on what constitutes harassment and how women should respond to it.

A couple women said that women may be treated more leniently by male supervisors if the male thinks the woman is "cute". This comment was made especially toward male drill instructors. There was some sentiment that some women use their sexuality to their advantage--playing it up to get away with something they would not get away with from another superior.

A couple of women voiced not liking working under women drill instructors and supervisors. The group consensus was that women have to do more and be more to prove themselves in this male dominated work place, and that sometimes makes women harder to work with and for. One woman said that when women get more rank, the military makes them work for it. A few soldiers mentioned that having a lot of women together adds stress and conflict to the workplace.

Deployment/Overseas assignments

There was agreement that overseas assignments are unpleasant, especially for those who have babies or families that they are leaving behind. They thought it was awful that mothers had to leave their children. They noted that it was very expensive to come back to the states to visit or even to make a phone call while overseas. They will give women orders to go overseas when they are pregnant or when their babies are newborns. One woman mentioned, however, that she got her orders deleted twice because she was pregnant. She said she had to get four people to write letters on her behalf each time, but that she was successful in the end.

A couple women discussed how the military tries to get spouses to go on leave together, but spouses of their rank cannot live together while they are deployed. The female soldier has to stay in the women's barracks and the male soldier in the men's barracks, just like the unmarried soldiers.

The soldiers agreed that the sarcastic joke in the military is if family was important, they'd issue you one.

Family Stressors

If soldiers are married, the Army tells the couple that they will have joint domicile, but it takes a long time to get set up. Plus, joint domicile means living within a 50 mile radius! About four soldiers discussed the hassles of being married and not being able to live with your spouse, or having to go through all of the red tape to gain joint domicile.

Similar to what was mentioned above, about four of the soldiers expressed concern that the military has no qualms about sending new mothers away on assignment. They said that the military makes new mothers feel that they should be numb to their maternal feelings. They felt the Army should not send away a mother who has a 1-3 year old, especially if it's the first child. Most agreed non-verbally.

Another concern was being called in on their off-duty hours or temporarily changing their shift and having difficulty making child care arrangements. Several mentioned the high cost of child care for them, particularly given their low salaries.

Mediating Factors

A couple of people said it helps reduce stress just to get off base, or just to leave their work environment. One soldier said she meditates with a group of people she lives near in the barracks. A couple of soldiers said having BBQs and partying helps. One hospital staffer said she likes being with the moms and the babies on the maternity ward where she works to relieve stress. Another hospital worker said helping the patients was her reward. Another woman said she drank alcohol. One MP said she got rewards from giving someone a ticket who had been mean to her. Other MPs laughed and agreed non-verbally. One soldier who is a DARE instructor said she got rewards from that. Most of the soldiers agreed that they enjoyed their jobs more when there were no supervisors around.

Outcomes -- Physical effects

Outcomes -- Emotional effects

Summary

It seems that the soldiers suffered stress due to their low rank in many cases. Many of the issues they raised surrounded the perception of them as "low-soldier-on-the-totem-pole". Whether it is a soldier in training who is not allowed to go off base or an MP being pressured to waive a ticket because of the offender's superior rank, the women noted that they are treated with less respect than their higher ranking counterparts. There is a power struggle going on between some lower ranking soldiers and those in higher positions. Many women know they cannot have it their way in these lower ranks, and they feel frustrated by the lack of control they have over their jobs and life in general.

Child care issues and how they affect family life seemed pervasive. Soldiers noted that the on-base child care has hours inconvenient for those on night shift. Women also said they are the ones who are called (not their husbands if they have husbands) when their child is sick. Sick children have to stay home for 24 hours as well, and the women complained that they have to take off work to care for the child. Also, the fact that the Army will deploy women who are 6 weeks post-partum was something that the women found hard to swallow. Some discussions of how bad this was came about.

Another issue that came up early and was agreed upon by all in the group was the hassle of working with civilians at the job. The soldiers perceived civilians they work with as getting away with wrongdoings and having more leniencies in the job. They felt they should all be

treated equally. There was a definite us vs. them attitude in this group in terms of soldiers vs. civilians.

Lack of pay was an issue for many women. They felt they were paid very poorly and could barely make ends meet. There was a sense of resentment because of that.

The biggest gender issue seemed to be that of men getting away with far more in the military than women. Women are criticized more harshly, they are treated unfairly, women drill sergeants are much more demanding on women soldiers, and sexual harassment is an unceasing issue for many of the women. The fact that women have hassles when they are pregnant and in the military brought up more gender issues that further complicates the perception of many soldiers that pregnant Army women are "worthless".

Note: A number of women in this group were in training together, others worked together, and a few women came to the focus group in groups of 2 or 3. One soldier had even been the "patient" of one of the women who worked on the maternity ward of the hospital. This may have affected how willing people were to speak about some issues, but, in fact, it seems that the camaraderie helped the group keep moving on topics. Although the women seemed tentative at first, once the group got started there were no quiet moments. No one ate or drank for the first fifteen minutes. A few people ventured to the refreshment table a few minutes before the group started, although they noted that most of them had just eaten breakfast an hour before since it was 9 am. By the end of the focus group, the women had loosened up a lot more, and most of the food was eaten. Some soldiers took left over food with them at the moderator's urging.

FOCUS GROUPS FOR WOMEN IN THE MILITARY: REPORT #2

Date: August 12, 1997
Moderator: Teresa Edwards
Notetaker: Jenny Matheson
Number of participants: 13
Type: Regular army E-5 and E-6
Demographics: Tenure in the army ranged from 6 to 18 years. Nine women were between 30 and 39 years of age; 3 were younger, 1 was 40 to 49. Eight were African American; 3 were white; 1 Native American. Ten had children, mostly under the age of 12. Half were married or in a long-term relationship. Nine had some college; 2 had less education and 2 had more.
Occupations: Variety. Several involved in training new recruits, mostly on transportation vehicle and maintenance. Others involved in hands-on repair and maintenance of vehicles. A few handle administrative duties related to training.
Deployed: Nine had been deployed; 8 had experienced hostile fire.
Length of discussion: 2 hours
Number of questionnaires: 2 (late arrivals)

Overview

The group was quite energetic and talkative. Discussion about stressors flowed easily and covered the topics of the agenda with little guidance. All but two of the participants participated quite fully. Getting the group to transition to discuss mediators and outcomes was difficult, and less time was devoted to these topics than would have been desired. Because the issues of how women are treated differently than men were intertwined with every topic discussed, there is no attempt here to address this as a separate issue.

Occupational Stressors

When presented with the open question on occupational stressors, the first topic raised was the conflict of reporting to two different bosses. Several (most?) of the participants are assigned to positions where they answer to someone other than their "in-line" commander for most of their day-to-day work assignments. Yet, their commander may make demands on their time also. For example, participants involved in training answer to the person in charge of the training program, but also to the commander of their regular unit. A couple of the women are on assignment to the naval base in Norfolk. They report there daily, but still answer to their Army command also. When the woman points out a conflict in her duties or commands, she is often made to feel responsible for the conflict and that it is her fault that she can't be in two places at once. Several women commented that conflicts from dual reporting are especially common when one of the

bosses is a civilian because civilians "don't understand how everything works."

The discussion turned to the effects of recent "rightsizing" within the military. This leads some women to feel that they have even more work to do than before, which was already enough. One participant stated that there has been a conscious effort to make opportunities for women to advance as a result of rightsizing, but as they do so, they encounter a lot of conflict. As they advance to somewhat higher levels, the men currently at those levels are "angry we're there." Some feel threatened. Several in the group agreed with this sentiment. One woman felt that the Army tries to make women do so much that they end up failing at their jobs and careers. Another added that she believes the Army wants women to quit. One result of the resentment among males is that, in one woman's words, a woman has to do 120 percent of the job to be considered OK, while the man gets by with 80 percent and no one chastises him. Similarly, if a woman is assertive, job-oriented, and a strong leader and gets things done, she's labeled "a bitch" while a male of the same characteristics and behavior is considered "a damn good soldier." One woman stated that, especially at Ft. Bragg, there is an attitude that if you succeed, you must be sleeping with someone and therefore even very high accomplishments are minimized when achieved by women. The same woman reported that after being the first woman ever to successfully finish one very physically demanding training program, upon graduation, instead of the standard 4-day pass every one else was routinely given, she received only a ½ day pass, and this was only after she begged her commander for time off so that she could go get her children from her relatives. (This was at Ft. Bragg also.) In her words, "if you are a woman at Ft. Bragg, you are nothing."

One woman stated that women are handling life well in the Army but the men are stressing out. She feels that men get intimidated when women perform better than they. The others agreed and laughed at the comment. The soldiers said that women who are trained by a man and then perform their jobs or physical functions better than the man who trained them are met with fierce competition and resentment from those men. The women wondered why there was such competition when the first words most people hear when they enter the Army is TEAM. The women felt a lot of Army people talk about teamwork but don't really believe it. One stated that you hear a lot about the TEAM, but then you look around and the team is just you alone.

The topic of pregnancy was raised early in the discussion. The general attitude is that if you are pregnant, you are lazy and you have just gotten yourself pregnant in order to receive special treatment. One participant piped in "Well, (soldier's name), you're not SUPPOSED to have a family, you KNOW that!"--portraying the attitude of male commanders. Everyone laughed, and went on to give myriad examples demonstrating that the army has no regard for mothers and no understanding of the life of a single parent--refusing to allow flexible hours to care for sick children, household duties, attending school functions, etc. A couple women stated that many commanders don't realize that working mothers in the military have a lot of difficulties that male officers often don't have. Male officers often have wives who care for children and home responsibilities. They don't understand that the women are usually the primary (or sole)

caregivers in their families and have to deal with work on top of this. One participant stated that there is also no understanding of the complications of pregnancy. She has been placed on bed rest due to current complications and her supervisor keeps trying to assign her physically demanding tasks and has repeatedly phoned her doctor trying to coerce him into changing his orders.

One participant commented that whenever there's a problem, whenever something doesn't go right, the female will be blamed, whether she had anything to do with it or not. There followed a discussion about what happens when a woman is getting "chewed out" by a male superior. Some adopt a position of staying calm and professional and not saying much because "they don't want to hear what you have to say anyway." However, staying calm and professional when the superior is angry and yelling often makes the superior mad and the situation escalates.

There was discussion related to rank. Some participants feel "put in the middle" between their E-7 (boss) and the soldiers they are responsible for. If they try to take care of their soldiers, they are accused of "siding with" the soldiers. Several examples were given in which persons in charge focused on rank rather than the abilities of the individual woman and withheld privileges or responsibilities accordingly. There is also a perception that, while men in charge are quick to blame them (women of lower rank) for every problem that arises, soldiers at higher levels are exempt from correction or punishment when they deserve it. One participant commented that often, as a woman becomes more senior, she starts to adopt the philosophy of the men in order to "fit in" with her new peers and may adopt the family-unfriendly attitudes of the men. (See more below about family.)

A recent and poignant change reported by most participants is that the quality of recruits into the army has plummeted in the last few years. Several said they feel like they are babysitters. One participant reported that several of the soldiers assigned to her have documented personality disorders. One has such a low level of functioning that she has to go to his dwelling and get him up and tell him to get dressed every day. She received a call from the commander one night that this soldier had been found in the swimming pool with the commander's children. When she went to fetch him and asked what he was doing, he said he "just thought it would be fun to swim and play with the kids." She doesn't like being held accountable for the behavior of such low-functioning individuals. Another participant reported on the two soldiers assigned to her. One had the mental functioning level of a 12 year old. This was documented in his records. One day she got so frustrated with him that she yelled at him and told him not to come back to work. When her superior called her in to inquire about this, she told the soldier to go to the corner and suck his thumb. He did, which she considered proof of his absence of mental faculties. Her other employee is dealing with pending life sentences and she repeatedly has to juggle his work so that he can do things related to this.

One participant raised the issue of sexual harassment. She reported that when she was raped by a soldier, it was a male to whom she had to report this, which was bad enough. She then had to

undergo extensive mental evaluation "to determine whether I provoked it." Three days later, she was assigned on 'a 3-month cruise' (assignment at sea) with the soldier who had raped her and told that she "better learn to deal with it." This was the army's way of dealing with what happened to her. The other participants were sympathetic but did not seem surprised this had happened. A couple commented that if this had happened to a soldier in their command, they would not let her be treated that way. Because time was short, there was not a lot of followup on sexual harassment issues.

One participant raised the topic of weight control, and agreement about the unreasonableness of this system appeared to be unanimous. The ranges for each height are reportedly too restrictive and do not take into account different body types. A participant who is 4'11" gave her own example. The allowable range for a person her height is 113 to 119 pounds. Because she has a moderate frame and is fairly muscular, 119 is unreasonable for her. She got that low once, and will never do it again because she was weak and sick. A couple women expressed that because they work out a lot (sometimes in attempt to lose weight to meet the requirements) they have a lot of muscle which weighs more than fat. Thus, they are penalized for being more muscular and fit. The consequences for being above the chart are significant. A woman who is over the prescribed weight is labeled and placed on an overweight program and nagged about her weight. If this happens twice in one year, she can be kicked out of the army altogether. I asked how the weight charts were derived and what the problems are. One participant stated that the chart was originally developed from the men's chart, modified in some way and that it "used to be" somewhat reasonable. However, in recent years, there has been a big push to make the PT standards for the women the same as for the men, and the chart ranges have narrowed as a result. The charts were reported to vary by height and age, but they "don't work right." Several participants were especially concerned that the charts do not differ by race/ethnicity of the individual, since these are often associated with body build. [MODERATOR OBSERVATION: Only one of the 13 participants looked even potentially overweight to me. They all looked like fit and trim women. Yet, it seemed that virtually all of them were currently "taped"--the lingo for being treated as overweight.] I did not ask whether men are perceived to have as much difficulty with weight control as the women.

One woman reported receiving grief about her hairstyle. She reported feeling that there is only a very narrow range between what is considered "sloppy and unprofessional" and what is "too much like a man." Apparently, until recently, women were explicitly prohibited from having a haircut that looked like a man's from the back.

The issue of low pay was raised, but there was not extensive discussion. One (very vocal) participant stated authoritatively that "You should look at the pay chart and then factor in reasonable costs of living and insurance and car maintenance and such for this area and you'll have all your answers about that. It's obvious just from the numbers. You don't need any other research on that topic"

There was a brief comment that the new Class A uniforms that the Army has developed for women make them look like men. Several participants agreed.

Deployment

Most of the women had been deployed at least once and reported that the conditions were harsh, and even more unreasonable for them as women than for the men. One stated that somehow when they're deployed, soldiers get a mindset that they're no longer subject to the code of justice and undergo drastic attitude (and therefore, behavior) changes. Participants had experienced this both among their superiors and among those they supervise. It was harder to keep people "in line." One woman commented that it's when you're in a conflict situation that you find out what you're really made of, and in her experience, the women handle it better than most the men. She says the women jump in and take control and leadership; the men retreat.

The environment during deployment is difficult. Hygiene suffers. Often there is nothing to wash with, no fresh water, no facilities or private areas for changing napkins/tampons, sometimes not even any toilet paper or a wash basin. Sometimes when there are showers, the hours set aside for women to use them are so restrictive or their duties so demanding that they cannot get to the showers during that time. One participant had worked closely with the Navy, both locally and in deployment, and stated that the Navy has better facilities and treatment of women.

Family/Personal Life

Inflexibility in schedule for the demands of a family (especially children) was already discussed above. In addition, a few participants discussed the difficulty of being separated from their children for several days on end due to a special training program or assignment.

There was discussion about day care. Some participants felt that the quality of on-post daycare was not acceptable. In addition, some women feel that the charges for this day care are unfair. There is apparently a sliding scale, but it is based only on rank. And if both parents are in the military, the fee is based on the rank of the higher of the two. One participant knows of a woman whose husband is stationed in Texas, nowhere near her or the children, and yet day care fees are based on his (higher) rank. One woman reported that there is only one day care center in the area that opens early enough for her to drop off her child and arrive at PT by 6. It is also the very most expensive of all in the area. She thinks it is unfair of the army to force her into this situation when she makes so little money.

A handful of single women in the group talked about the difficulty of finding and maintaining a relationship. There were several reports of promising relationships that ended when the male found out she was in the military and therefore was likely to be moved in 2-3 years. It is rare to find a military woman married to a civilian man, because "the men aren't willing to follow you around." Therefore, several of the women had been single throughout their military career--some

as long as 17 years. They stated that it is stressful to have a military career for 20 years, then have to leave and start all over again with a new life and career.

There was discussion about the unfairness of leaving family behind when stationed overseas. While one or two of the women considered this 'a nice break,' clearly most found it a hardship to leave spouse/boyfriend and/or children behind. There was disagreement among the group about whether it was better/easier to be married to another military person or to a civilian. Those married to military stated that the Army Married Couples Program is a farce. It works if the persons are in the same field, but if they are in different fields, they almost never get moved together. One or two women thought the reason for its failure is that it is run by civilians who have never been in the situation themselves and therefore don't try very hard to place couples together.

One woman stated that the divorce rate in the army is extraordinarily high, which led to discussion of why this is so. These statements seemed to apply to men as well as women. Often, divorce results when the military person travels overseas and the spouse is left behind. Other times, the marriage was a 'rush job' to begin with, done in haste in order to be able to take the partner with them. Other times, marriage was for the sake of finances or to get out of the barracks and into more private housing. There are reportedly many 'contract marriages' in the army that are very explicitly only for these practical purposes.

Mediating Factors

There was not extensive discussion of this topic, but the women did rattle off a list of things they do to relieve their stress. They are listed below in the order reported.

- ◆ church/prayer
- ◆ talk to each other (other women in army)
- ◆ friends
- ◆ time with children
- ◆ sometimes assistance from chain of command
- ◆ exercise/things to feel good about my body
- ◆ baths
- ◆ companion/mate--especially if he is not in the military so that there's "another life" to talk

about

Outcomes

Time prohibited extensive conversation about outcomes, but again, the group rattled off a list without much hesitation. When asked what the outcomes are for themselves or other military women, the group listed the following:

- ◆ They get out of the military. One woman mentioned that in her unit there is currently “a rash of women eating their way out of the army--referring to getting kicked out for being overweight.
- ◆ Suicide. But some participants expressed their opinions that this is much more often the way out for men and rarely for women.
- ◆ Get pregnant. Sometimes women are so stressed that they are only looking for consolation, but wind up having sex with someone and get pregnant.
- ◆ Break down and cry. At least one woman was of the opinion that this is the worst possible thing you can do--break down and cry when you're on the job.
- ◆ Get kicked out of the army because they are simply so stressed that they cannot function.
- ◆ Substance abuse. [NOTE: This response was prompted by me and again, some of the women felt that the men were more likely to turn to substances than women, but that yes, some women do it too.

[MODERATOR'S NOTE: This falls in the category of an opinion, because I am reading a lot into the women's statements to make this judgement, but I think one reason this group took the discussion of outcomes so matter of factly is that many of them have been in the army for over a decade. To have survived that long, most of them have developed effective coping strategies for themselves. As one participant stated, by the time you've been in the army as long as she has, you've conditioned yourself extensively. Moderator's perception is that there was more calmness and acceptance of inequities and focus on personal coping strategies among the women who had been in the military the longest compared to those who had been in for shorter durations.]

FOCUS GROUPS FOR WOMEN IN THE MILITARY: REPORT #3

Place: PERSCOM - Alexandria, VA
Date: 8/14/97
Moderator: Jenny Matheson
Note taker: Jenny Schnaier
Number of participants: 11
Regular army or reserves: Army, Senior NCOs (E7,8,9)
Deployment unit or not: Not at the present time
Results of the tally sheet
(demographic characteristics
of group): 3 African American; 6 White; 1 Hispanic; and 1 Asian/Pacific
Islander
Age 30 - 39 -- 7 members
Age 40 - 49 -- 4 members
8 have children, 3 do not
(6 children are under 12 years of age, 4 are between 13 and 17 and
2 are 18 or older)
8 are married or in a long-term relationship
1 high school graduate; 8 with some college; 1 college graduate; 1
with some graduate school
6 worked mostly with men; 1 with somewhat more men than
women and 4 with equal numbers of men and women.

Occupations of participants: All participants are in personnel administrative positions. Areas of
specialty include medical analyst, chaplain assistant, administrative
specialist, intelligence analyst, voice interceptor, and band
Average time in the military - ranged from 12 to 23 years with
average of 15-16 years in service.

Any participants ever
deployed or not: 5 had been deployed
4 had been stationed with hostile fire

Length of discussion: 2 hours

Number asked to complete
questionnaires instead of
focus group: 9 (*Note: 2 women declined to participate in the focus group, but
were willing to complete a written questionnaire. This represents
the first refusal to participate we encountered.*)

Family status

- 1 married with military spouse, no children
- 1 married with military spouse, children
- 2 married non-military, with children

- 1 married non-military, no children
- 1 single, no children
- 3 single, with children
- 1 widow, no children
- 1 unknown

Occupational Stressors

Work environment/hours/type of work

Being thrown into your job very quickly is very stressful, often there's only one person who does your job and if they're not there to train you it can be very stressful. (Others agree)

Being a chaplain's assistant can be very stressful.

Some find this assignment to be much more slow paced than previous assignments (mostly out in the field).

Just driving to work here is very stressful. (Many nod in agreement, location is off major highways and traffic areas, most describe lengthy (1 hour) commutes. They work in an office building off-base.)

Would be easier if their job moved to Ft. Belvoir (the nearby Installation).

One woman says she's blessed with good bosses who say family comes first. (This generates a bit of discussion, comparing notes, etc. but reveals that how easily they blend their family life with military life can depend on single supervisor's attitude toward family priorities and working moms.)

Work for many of the women starts at 7:00 am and some commute up to 1 hour, so this prevents them from spending family time. Work hours also make it tough to find appropriate child care because of needing someone to watch children as early as 6:00 am. One woman describes interviewing 50 babysitters before finding one who could meet her needs.

Many women describe working very long hours in this assignment, often into the evening.

As a single parent, it's a stressor if you don't have a supportive boss. As a single parent you can't share that responsibility (taking care of sick kid, making appointments, etc.). Taking off or family matters is frowned upon for women. (Lots of agreement from group, some discussion about how some of them handle this, from just laying down the law to their boss and taking time or by taking one week of leave and scheduling all appointments during that time.)

One woman who served in Germany with her military spouse said that day care there was more supportive of military needs in terms of being available for the time periods required by military personnel.

Another stress period is during the quarterly briefing with the General. Another is when a husband says that "it's the wife's job" to take care of certain family matters. (Some nods of agreement, some women laughing and saying that's why they are divorced now.)

If you both have a career, what women experience and men don't is the mentality that a man's job is more important.

One woman says that because she and her husband are in the military, her husband says his job is "more important" than hers and she should take the time off to care for family -- how would it look to the husband's boss and co-workers if he did that (took care of the family instead of working)?

General agreement that an un-supportive husband is really difficult.

Women all agree with the comment, women (in the military) have a drive (ambition) too, or they wouldn't be where they are today.

The kind of child care issues you face really depend on your Boss's attitude. Some are supportive and reasonable, others make it very difficult to deal with unexpected needs.

Military day care is not conducive to military life and is not understanding of the situations women soldiers are put in because of inconvenient hours and spur of the moment orders that disrupt their schedule.

One woman reports that it is stressful having a 2 hour round trip commute and still having to find time for PT.

Another woman reported that it was stressful for her when she first arrived at PERSCOM because there was no training time, she hadn't used a computer before, was new to the region, and her sponsor left as soon as she got here -- so there was no one to train her.

Another woman had previously been in the signal corp so personnel was a new field to her. Because they are in PERSCOM, they are expected to be the ones who know the answers to the questions soldiers call with from units all over the U.S.

For another woman who came to PERSCOM, her sponsor was her stress factor. He had never worked with a woman before in her job so the person she was replacing tried to "get her out" (force her out of her position).

Another stress factor is being a woman with kids, it takes away your credibility with men. (I think the participant meant that once you have kids men think you don't take your career as seriously as they do or as you might have in the past.

Stress for another woman is dealing on the phone and with civilians who know nothing about how to process paperwork. Or working with people who just don't care about their job.

Civilians (government workers) who work along side of them create stress because they lack the teamwork or comraderie mentality that the soldiers have.

Agreement from the group was significant -- Civilians don't need to get along with the military. They spend time playing games, taking breaks, selling products.... it's unfair what the civilians can get away with. They view civilians as not being held accountable for their work because of support from the unions. (The group appeared to resent the civilians and said they pretty much separated themselves from them in the workplace.)

(The discussion on civilians continues for awhile with one observation after another about how they get away with things, or don't do they work properly, and so on.)

Sometimes military folks overcompensate to protect or take care of fellow soldiers. Army is wasting dollars on civilians.

One woman counters by saying that you have to keep your personal feelings out - it's your job to take care of soldiers and that's what you should concentrate on.

Civilians have a lack of compassion for junior soldiers.

(This general discussion of civilians leads one member to comment to the Focus Group Moderator that she doesn't think we can ever really know what their experience is like if we don't walk in their shoes, for even one week. "You'll never get the true emotions". Although there was some discussion by the group of the "outsider" issue, it was mainly this one individual who felt strongly about this. This group member also said she was worried that this focus group was going to do them no good in the long run and she wanted to know how this was going to improve their situation.

Political stress - outside influences are also stressful. Someone (I assume politicians or other high government workers) trying to pressure you into making decisions that you know are wrong. The group notes that this is true for men and women.

One woman dealt with this by being sure she always knew her job very well and better than anyone else so that when she reached a decision or took an action it could not be refuted. By making sure she knew more than anyone else, people had to listen to her.

The group noted some things that help to deal with this are having male coworkers who back you up and knowing you are right which helps to draw the boundaries.

It's a man world, and you have just got to adapt to it.

Equipment/clothing

In response to our question, it was noted that the clothing, PT (work out) clothes, the rucksacks, etc., were not designed for a female body. Some report it's tough to do physical work in the clothes because they are not shaped for a woman's body, or because men try to look up their clothes when they are exercising or training.

Injuries

Training routines

Being deployed in the field is also stressful. In one woman's occupation she was always going to the field to learn how to use new equipment. Spent 9 months in the field. She reported missing the first 3 years of her daughter's life and having to pay extra to keep her daughter near by to where she was stationed.

Another woman reported stress from worrying about her physical competence. She joined at age 30, and the field was both a shock and an adjustment. Harassment in the field was worse than back in the Garrison. (A garrison is the permanent party of troops that make up the military post or base and are those who are regularly stationed at the installation.) Shocked at some of the things that went on (with respect to harassment) and naive about what to do and how to report it. This is no longer true for her.

Another woman who was serving overseas in a combat arms group was stationed with a group that was about 98% men. In her entire unit there were only 22 women on the Post. She worked on the training side and her credibility went out the window because she was a woman. It took her 2 years to earn her credibility from the men.

There's a lot of discussion and agreement about PT and worries about how to compete with men. Strategies included making sure they were better than the younger men, always keeping up with PT, training with other women, etc. Stresses included being surrounded by men who were watching your every move, and having to keep up with younger males - (while there are gender differences in the PT required, there are no age differences.)

One woman was in an all male unit for 6 years (Rangers). She had to prove herself everyday. Some soldiers would only call her Ma'am, not Sergeant (which is a sign of disrespect). Was told by her General that there were "No females in my Army". Had to do all the physical stuff with the Rangers every day. She was always accounted for, they always knew where she was and what she was doing and if she slipped even once, the guys would "eat her up". (Women agree that as a minority they were watched more carefully and others stayed on top of their actions and whereabouts -this seemed to add stress and resentment. One woman reported that the unit even monitored her menstrual periods and knew her time of the month. Another woman was an Airborne instructor. She also agrees that if a woman had any absence at all it was noticed, but the men could get away with much more. A third woman notes that men get away with a lot, males stand up for each other and cover with a drill sergeant, but when she overslept once she was reprimanded.

One woman described her experience as a "rude awakening" when she went to Germany. She was pregnant and was being integrated into an artillery unit. During her first 8 months of pregnancy she still had to participate in PT and road marches. Another woman describes going into labor into the field. Her commander would not excuse her, told her she was essential, so the commander arranged to have a med-evac helicopter and medics standing by but kept her in the field. (This generates a lot of recognition and frustration with their experiences. They agree that if the doctor doesn't specifically exclude you from something you must still do all the activities as if you weren't pregnant.)

Another stress is that you don't get recognized for the good things you do. And you are constantly reminded of the one percent you did wrong.

One woman reported she was tough on the soldiers in her group because she took over for a man who was very lenient. She got written up for sexual harassment against men because that's how they perceived her "being tough".

(Other examples of differential treatment included, men being able to get haircut during day, men needing time off for family appointment because his wife works or he's a single parent,)

Military needs to understand that soldiers have families that need time and attention.

Another woman who does not have children notes that she get's stuck with extra duty because people with families get time off. Folks without children get overused or over-worked. Have to pick up the slack for others. (Some women agree and understand this point of view, others offer solutions of how they handle it, for example-- splitting a shift 3 ways over a holiday so everyone gets some family time.)

(Some women encourage other women in the group to stand up for the time they need off for legitimate needs like doctors appointments, hair cuts, etc. Some share stories of how they accomplish this.)

The group notes that Junior NCOs have three times the stress they experience. The Senior NCOs feel like they've put in their time and some things are due them so they are more likely to stand up for the rights and insist on them.

Another stress is the military downsizing. Everyone is working harder with less positions and they expect it to get worse. Some junior positions are being eliminated which means that senior staff will have to put in 12 hour days and have an extra burden of doing other people's work. (This leads to a discussion of how the many late and additional hours people work and finally to an agreement that you can't really get through all the work you have so you might as well let some of it go and do it the next day so that you can have personal time.)

Meeting weight standards is very stressful, many reported having to strive everyday to maintain weight. The women describe being "taped". If they are over the weight range they are measured at 4 body points to determine if they have a larger than normal frame. One woman notes that standards don't take into account that a woman's body changes during pregnancy, or that Black women may have a different physique than others.

Organizational structure/staff changes

Pay

Supervising others

As women supervising men it can be hard. One woman reported being called "dollbaby" by someone under her supervision. Even after he was reprimanded and the issue was discussed with him he still didn't get what was wrong with what he said.

Another woman who served in Korea said it was even tougher with the Korean troops. They were not used to woman at all and didn't want to follow their commands or march behind her. Villagers in that area also did not give respect to woman soldiers.

Several women report being the first woman in their job and they report obstacles created like people going around them to their male co-workers, ignoring their decisions, trying to change their assignments.

Social aspects

Supervisor(s)

Co-workers

Stress due to gender

Deployment/Overseas assignments

About half of the group had been deployed. The biggest issue they noted is child care. The other stress mentioned is having to move your own unit or battalion from camp to camp and working in bad physical environments that you know are unsafe. Stress relief is PT, but one woman notes that they were restricted from going outside to do PT in one of her overseas assignments because of pollution in the air. It was stressful not only because they couldn't do their PT outdoors, but because they were told it was unsafe for exercise but they had no choice but to work in that same environment.

(They also mentioned that there was a period where it was even unsafe for them on the installation where there were a rash of attacks on women.)

Actual experiences

Potential of being deployed

Personal/Family Stressors

Guilt as a mother is the biggest stress. Part of you wants to stay home and part has a reason for coming to the military initially. She is TDY (temporary duty) all the time and didn't get to see her kids for long hours.

One woman was stationed in Bosnia for 9 months with her husband, but they only got to see each other for 2 hours each month. Believes it's her son who pays the price for military life. When she and husband went from Germany to Bosnia their son had to be sent to the states to stay with family. This was a very difficult adjustment for him and he required counseling. Just when he settled into that routine, they returned from Bosnia and had to pull him back out to Germany again.

Deployments are tougher on women (women all agree). Believe that "upstairs" is not as compassionate with women who are single moms as they are with men who are raising their children alone. Standards are different. It's as if the military says, you chose to be a single parent. (Most agree that the military has this perspective.)

Mediating Factors

Many women agree that PT really helps relieve stress, clear out mind. Some prefer doing PT in the morning to help get ready for the day, others do it after work to wind down and get the stress out before going home. However, PT can also be a stress for some because the women have to worry about safety or fear of assault if they are training alone. They note that this is an area where women differ from the men.

Another difference between men and women, is that men tend to go out with the guys, use team sports, watch T.V.

Other methods reported by the group were watching T.V., reading, listening to music, shopping, watching videos, speaking to other women, venting with friends, and working out with a buddy and using that time to discuss concerns.

One of the women who had been in the service the longest noted that she used to find it hard to talk with other women because she didn't trust them. Now that she's older and wiser she has more respect for women and finds it helpful to talk to other women. She also noted that talking to your kids help to re-focus your priorities.

Some note that the kinds of activities you do to relax probably depends on whether you are married or not.

About a third of the group notes that they talk to their husband/partner and communicate with them.

Another woman finds her child's love and attention to mediate stress.

One woman reported using a 30 minute buffer once she gets home. She stays all by herself for 30 minutes before interacting with her children - may watch T.V., take a shower, or just relax.

Another woman reported having some beer or wine when she gets in and relaxes.

(In response to the question, What do they find rewarding?)
"Helping soldiers, taking care of soldiers."

Being respected by others for being a woman in the military.

The challenge of being a soldier.

Having earned respect in their rank.

Having survived the Army and maintained the feminine side of themselves.

To be a female and survived the military.

Outcomes

Physical effects

One women suggested gray hair, much to the agreement of the others.

The fact that when you go home, you can't let the stress go.

Another woman notes that she's not her normal, natural, outgoing self because the way she needs to be in the military can become a lifestyle as well.

Emotional effects

Less sympathetic to other people's problems.

Sometimes you feel heartless because of what you deal with day to day.

"I'm in charge, harder, cynical. These traits can be positive or negative depending on the situation.

(In response to a question about use of alcohol or drugs...)

One woman notes that it can sometimes be hard to tell if women are alcoholics, they tend to control their drinking during the day to take care of the family.

Summary

This group showed the same tendency as the first focus group to shift back and forth between their job and their family life when speaking about occupational stressors. They were constantly intertwined and difficult to separate out. They also reflected a resentment and frustration of working with civilians and with men who didn't support women being in their positions, or in the military at all.

All of the women could identify the stress in their lives and expressed that they lived with a lot of stress most of the time. However, most of the woman also voiced their techniques for dealing with that stress and seemed to understand the importance of identifying ways to unwind or relax after leaving their job. The overall impression was that stress permeated most of their lives and that they had to work hard at not letting the stress become too great or affect their family and social lives.

As with other groups, child care issues were emotional ones for these women as well. The demands of their positions, their work hours and shifts, and potential to be out in the field or deployed elsewhere puts stress on their children and makes it difficult to make satisfactory child care arrangements. This appeared to cause quite a bit of anger on the part of many women in the group.

This group represented the senior NCOs and those serving in PERSCOM have been described as the "cream of the crop". The comments made by these women reflected both sides of that status. They described knowing that they all had drive and ambition, had to be excellent at their jobs and know what they were doing all the time, had to often perform better than their male counterparts both physically and mentally to stay on top of things. However, they also described very long work hours, high emotional demands, conflicts between work and family needs, and constant worries about meeting military requirements for weight and physical fitness. They also described the stress of constantly having to prove themselves to others who do not want them in the service or who don't respect them despite their rank and accomplishments.

Although we only discussed it briefly, a number of women described sexual harassment as a status quo in their military careers. Some stated that they knew how to deal with it better now because of their experience.

Physical and weight requirements were repeatedly mentioned by this group. Many reported that these were frequent struggles that they faced. A number of women complained that the lack of variation in these requirements for age, race, or childbearing were additionally stressful. Older women who had several children were required to be in the same peak condition as 20 year olds. Several members of the group spoke proudly about meeting those requirements but the stress was described numerous times during this session.

Overall, the majority of participants spoke during the focus group and seemed forthcoming with their opinions. A few women knew each other, but most did not. They also seemed interested and involved in listening to the other soldiers' opinions. At times the discussion slipped into women describing to one another how they dealt with a "gender" based issue with others joining in to support that approach or give alternative ideas. We did learn that one of our participants had a close position to some senior soldiers in PERSCOM and was in a position to pass along some of the constructive suggestions and comments that were voiced in

the group. This was brought to our attention after the conclusion of the group because one participant thought it would have been helpful for higher-ups to have heard some of the issues, not because she feared any leaks of the conversation. Although we were not aware of any issues being held back because of this one participant's connections, we do not know if any of the women withheld comments because of it.

FOCUS GROUPS FOR WOMEN IN THE MILITARY

Place	Ft. Belvoir
Date	9/3/97
Moderator	Schnaier
Observer	Matheson
Number of participants	5
Regular army or reserves	Army
Deployment unit or not	Not now, but have been and will be in the future
Results of the tally sheet (demographic characteristics of group)	(One officer left prior to filling out tally sheet due to mtg. That is the reason for the unknowns below) Age: 3 under 30, 1 between 30-39, 1 unknown Race: 3 white, 1 African American, 1 Hispanic Kids: 3 yes, 2 no Ages of kids: 3 under 12, 1 between 13-17 Marital: 4 yes, 1 no Educ: 4 college grads, 1 unknown (some grad school) Proportion of work: 3 mostly men, 1 somewhat more men than women, 1 unknown
Occupations of participants	All are commissioned officers; one Hospital Administrator, 2 INSCOM (Intelligence Command), one Aviator, one in Delta 554 (unsure of job title).
Any participants ever deployed or not	2 yes, 3 no
Length of discussion	2 hours
Number asked to complete questionnaires instead of focus group	None

Occupational Stressors**Work environment/hours/type of work**

This is not unique to women, but a couple of soldiers agreed that personal interactions are stressful in their jobs. One woman expanded that statement by saying it is hard when you are interacting with people where there are no right or wrong answers. As a supervisor, she knows she has to make decisions and give direction even when there are no clear right or wrong answers, and that is tough. Another soldier agreed that it is conflicting personalities in her job

that cause her stress. All of the women reacted with nods or chuckles. She said that there are people who just won't do their job and you have to be a "bitch" about it. She described herself as a laid back person and said that others at ranks both higher and lower than hers sometimes try to take advantage of that.

The women agreed that it is harder to work for another woman than for a man. One said she has very high expectations of other military women, especially those she works for. She said she considers herself a strong woman and expects other women to be strong. She is disappointed to see women who are not representing other women well in terms of their confidence and strength of character.

The women agreed there is tremendous pressure as a woman in the Army to be the very best you can be, and be beyond reproach. They said that they have to be the best they can because they are held to different standards than men. They felt they had to hold themselves to a higher level. One soldier said she cannot allow anyone to see her do anything that could be considered wrong. If one woman does something wrong, other military personnel assume all women are incapable of doing it right.

One woman said she thought that the sexual harassment issue has instilled fear in the hearts of their male counterparts. She said there are some men who will not say anything to women. A couple of women agreed that it is bad for women. The soldier continued to say that she knew of a male chaplain who openly admitted in a staff meeting that he would not be caught counseling a woman alone. The soldier felt that was a breach of confidentiality to have someone else present in a counseling session and that this reaction harms women because they are denied the ability to receive confidential counseling. She felt that the Army's senior leaders are being prevented from doing their jobs because of their fear of accusations of sexual harassment. All of the soldiers agreed that it is not the same for women officers who supervise male soldiers. They said rarely does it happen that a woman supervisor feels uncomfortable being alone with a male subordinate because of a fear of sexual harassment accusations. One soldier said she is not afraid of being alone with a male that she supervises. She said if anyone did try to put a move on her, she'd kick him and leave. But all soldiers agreed that on the enlisted side, the women tend to be afraid to be alone with male supervisors or subordinates.

In terms of pregnancy, one woman said it had been "hell" for her. She was nine months pregnant when she arrived at Ft. Belvoir, had her baby, was out for six weeks, and came back to work unable and unwilling to fly (she is an aviator). Her husband was away on duty and she was not feeling ready to fly yet. She ended up getting pregnant again a few months later before she started flying again. Regulations prevent women who are pregnant from piloting planes. She said it was very stressful for her. She reported that everyone wanted to know how it happened, was she a "baby factory", if she knew about birth control, etc. She and her husband were very, very happy to be pregnant again even though they had not planned a pregnancy that quickly after their first child, and she felt she didn't need to explain or defend her situation to her colleagues.

Most of the negative comments she got were from fellow officers. She even had a supervisor threaten that her flight pay could be cut since she was grounded twice for the same reason. She told him she considered that discrimination, and the issue was dropped. She said, however, that she could barely think of anything else at that time in her life. She even wondered what kind of officer she could be if she couldn't fly.

On the other hand, one officer said she knew enlisted soldiers and officers that have said they were trying to get pregnant to get out of duty. She knew of a male soldier who was trying to get his military wife pregnant because he didn't want her being deployed.

The soldiers agreed that the Army doesn't like you "to go down" twice for the same thing, like having two heart attacks. If a woman gets pregnant twice, they treat it as if it is a problem and that she is going down again for the same thing. All of the officers present agreed that this was the case, but noted that having children is not an illness and is not caused by poor health (which is what the military supposedly frowns upon for people going down twice).

These officers agree that because it is mostly an office job, work at Ft. Belvoir is easy and relaxing. This is the opportunity to spend time with family before going off to a post that has eminent deployment and long work hours. These officers are at Ft. Belvoir for 2-3 years only, then are moved on to other places.

Most of the women noted that their work hours were manageable and that the job was not terribly demanding in terms of hours worked. One hospital employee said it was slightly different for her since she worked in a place that stayed open 24 hours a day, so she tends to work 50-60 hours a week. She said since they are officers, they stay until the work is done.

There was some disagreement about whether female soldiers should conform and be more like "one of the guys" or not. One woman said yes, another said no. They clarified that people should be allowed to be how they are, and they noted that there is a difference between equality and equity. Being equal doesn't mean being the same. They felt one should strive for equity of opportunities.

One officer said she had high expectations of the Army before she joined, and she's been let down. She's not been able to do anything she wanted to do while watching others do whatever they wanted to. She admitted she wasn't sure if it was a woman thing, but that regardless, she was miserable. She's been denied moves to other units while she has watched her male peers move on. She said she's had an uphill battle the whole 12 years she's been in the Army.

Equipment/clothing

The soldiers had little negative to say about uniforms or equipment. The female aviator said that flight suits are too tight for some women who are large busted or pregnant. She said that a friend

of hers has to wear one that is much too big for her so that men will not stare at her chest in the tight outfit. She is currently pregnant and said she will wear her BDUs instead of the flight suit until she has her baby so no one comments on the fact that she is starting to show.

One officer, who is eight months pregnant, is wearing BDUs specially designed for pregnant women. She mentioned, however, that she was bulging out of her BDUs before she started wearing the maternity type since she didn't want to look incapable. She said that people look at pregnant women that way.

Injuries

Training routines

Physical Training (PT) standards are different for men and women. If the Army would get rid of gender and age standards for PT it would be better. Weight is a big issue. If you are a woman and overweight you are thought of as a slob.

PT should be emphasized for health and fitness, not based on whether you are in a deployable unit or not. Units should put more of an emphasis on PT for all soldiers for health.

It can be stressful to do PT with commanders who are out to prove how fit they are because it puts strain on the women to keep up.

The women didn't like the practice of taping (which is measuring certain areas on the body and height to determine body fat). They agreed that it depends on heritage and race as to whether you have larger hips, etc. It should be based on fitness, not measurements. The Army encourages weight loss by taping people, not overall fitness.

Organizational structure/staff changes

Pay

Two women said they felt they were very well paid. They were comfortable with their salaries and those of their husbands. One soldier noted on behalf of other Army personnel, however, that there is some improvement needed in the sense that civilians get paid more to do the same work in many cases, and that there is something wrong with soldiers being paid so little that they are on welfare. These officers wondered if it is too much to ask to balance out the pay that civilians and soldiers get since soldiers have entered a job where they are asked to give their lives for their country. The women agreed that there are plenty of soldiers who cannot afford to stay in the military because they don't make enough to support themselves and their families. In cases such as rapid deployment units, soldiers can't get second jobs even if they wanted to because they must be on standby 24 hours a day for deployment.

One officer added to the discussion about lack of pay that many soldiers get themselves into situations with multiple children for whom they do not have the means to support in the first place.

Army pilots get something known as flight pay from the Army as an incentive to continue to fly. One soldier said half jokingly that she had a problem with that, and the aviator in the group acknowledged that everyone who is not a pilot has a problem with it. There were friendly chuckles around the room about this.

Supervising others

One woman expressed that it was difficult to supervise civilians because as officers, they are trained to supervise soldiers. Another officer agreed that supervising men who are civilians, retired military, and older than they is difficult. She said that she has one man that she supervises who constantly reminds her that he was once at her level and above. He doesn't blatantly come out and say it is a man-woman thing, but she feels it is. He is always challenging her authority. Other women agreed that they often find themselves in the situation in which the woman is the supervisor of an older man who is a civilian, and this is a hard situation for these women officers. They said men who are older than they are the worst, and there is a dynamic of age and gender working against them in these roles. They felt that it is not just a military problem, but that society sets up this situation where it is difficult for someone younger to give direction and orders to someone who is older.

One woman said supervising women is difficult because women have a harder time distinguishing personal from professional. She said she often hurts women's feelings when she has to tell them what they've done wrong if she has been nice to them at work and socially in the past.

The women said they as female supervisors are tougher than their male counterparts. Also, one woman said female supervisees probably don't like them as female supervisors very much because of how tough they can be on other women in order to keep them in line to help the reputation of all women in the Army. But one woman said she is tougher on all her soldiers than male supervisors are. She sent a couple of soldiers to get new uniforms because theirs were too tight on them. She was appalled that their male supervisors and her male counterparts just ignored it. She asked the male supervisors about it and they said that they wouldn't touch that subject with the sexual harassment stuff (Aberdeen) that has been happening recently.

One of the officers mentioned that she is sure she was harder on her pregnant soldiers before she got pregnant because she didn't know how hard it was to be pregnant. She said she felt she resented some pregnant soldiers, but that now she's changed her views.

Social aspects

People make judgements of single women. Women who are single face rumors. A woman is never accepted as being single by her choice. Women who are single are usually judged as gay or that something is wrong with them. If a woman is a bit of a "tomboy", she is judged as gay. One officer, who considers herself a bit of a tomboy, said she will make jokes that she knows she shouldn't make (such as how good looking Tom Cruise's rear end is) just to let people know she is interested in men, not women!

How their stress is different from men's

The group felt that women are discriminated against, and it is up to them to prove themselves to be far and above as talented and capable as their male counterparts. They said it is difficult because people will always associate Army women with women who have done "bad things" (such as fraternizing, being late to work, or any other indiscretion unbecoming of a soldier). One woman said this phenomenon makes her very angry. She said when she sees another woman doing something she shouldn't, she immediately goes over and deals with that person.

The officers noted that it is often difficult to get promotions to jobs they want because, as women, they are prevented from getting the "feeder jobs" they need before they can attain the positions they want. A couple of women were angry about this. They said it was very bad down at Ft. Bragg. There are no women Executive Officers at Bragg, but that's because they don't give women the feeder jobs to help them get there. One mentioned you would never want to be pregnant at Bragg. Apparently, there are lots of issues at Ft Bragg. If it's not racial issues it's gender issues.

Deployment/Overseas assignments

One soldier said she is stressed about the possibility of having to go to Bosnia six weeks after she has her first child. She is one month away from due date and was told that she may have to leave her child as soon as she comes off of leave. She said it is her duty and she knows she is subject to deployment, but she hopes that the Army will give her dispensation and show her compassion.

Another officer responded to this story by saying that kind of information causes her to have poor morale. She said since the first couple months is a crucial bonding period between mother and child, the Army should never ask a mother to leave her child. The Army states that family is a first priority, but if it was they wouldn't ask women to do that. She wondered out loud why she would want to stay in any organization that wouldn't support her in her family. She admitted that she is leaving the Army because of that fact. She feels her new family is most important in her life and that she is no longer willing to go anywhere the Army wants to send her. She says she doesn't have the commitment any longer. She doesn't feel the Army has a commitment to her and therefore doesn't have the commitment to it.

When asked what it was like to be in an area of eminent danger in a deployment situation, one of

the women officers said it wasn't that bad. Her image of war was Vietnam, and she said Desert Storm was not like that. She was working in a hospital there. The stress soldiers encounter in the field in an area of danger is different from that in a hospital. When you are in the field, you have lots of closure on things, there are beginning and ending points. In the hospital, there is ongoing, unresolved issues. One officer says she gets no closure working in the hospital. She said being in the field is stressful, but she was so busy and had so many tasks to accomplish that stress wasn't an issue. A fellow officer agreed that there was no time for stress in her deployment. You are always going in fast forward. You feel stress later when you are ready to leave and you realize all you've done. This officer was in Operation Just Care in Panama. She and her unit were there before the military actually officially went over. She was the only female in her battalion. Everyone does what they have to in hostile situations like that. You use the personnel resources you have or you go without. Men are more willing to work with women in those situations. There are no gender issues. No one thought twice about whether they wanted to work with her or not. She was the only one trained to set up the equipment and she did it.

Infantry soldiers are less equipped to work with women in eminent danger situations because they have not trained with women and are not used to the gender mix in their normal units. That's unlike the situation working in a hospital where you are used to working along side people of another gender. One officer had been in a situation with men in Panama where they wanted her to set up a tent for herself since she was the only woman. She told them no, that there is safety in numbers and that they would have to deal with the fact that she was going to stay in the same tent with them. She said it took a little extra organization of shower times and she laid down the law in terms of what was her space and what was someone else's, but she said it worked out in the end. She said women just get on with it whereas men freak out. She noted you just have to tell them that this is how you do it, don't make special arrangements for me, and all is fine. A couple of the other female officers praised her for setting a good example for women. They noted that it is a woman's responsibility to break the mold, and they get frustrated when other women don't do that.

One soldier talked about a friend of hers who is in Germany with her military husband. They had to pull their children from school to relocate there and it has been terrible. They are miserable. Her husband is terribly overworked and she hardly ever sees him. She misses him. The services available to military families is bad, the people are rude, and it has been awful for them.

Family Stressors

Some officers (or people who are serious about advancing their military careers) have to find an appropriate window of opportunity in their lives to start having a family. Getting pregnant takes a woman out of commission for at least a year, so you have to be sure you are not up for a promotion, are finished with school, etc.

One woman noted that military life is OK for a family if both parents are OK with working while

raising kids and don't mind having their kids in day care. If you want one parent at home at all times with the kids, it is not a good life. Another woman who is just starting to have children with her husband said they will either both get out or both stay in. When it interferes with life, she and her spouse agreed that's the time to get out. She had to turn down a very promising position when she and her husband moved to Ft. Belvoir because this was the time she had decided she would work on family instead of career, and this job would have had her commute an hour each way. She wasn't willing to do that and give up the time and commitment to family in her life at this time.

One officer said it was most stressful to find good child care. The military day care is terrible and there are so many children there in relation to relatively few day care workers. All of the women with kids agreed that they wouldn't put their kids in military day care. One has a nanny, another a woman in a private home who takes care of a few kids.

One officer said she cries every day she leaves her kids. She noted that her kids have gotten used to being away from her and that causes her much sadness. She said the kids no longer cry when they leave her and have no problem saying goodbye to her. They want to go to their day care person's home. She said this is not right to her. She wants to be with them.

One officer's husband has two sons from a previous marriage. The husband was also military but decided to leave the military due to the family situation. They both looked at their family situation and decided one of them had to get out. He felt he wanted to be with his sons too much to risk being deployed and having to leave the family. He was in a good place in his career but decided to give it up to be more available to his sons.

Mediating Factors

It helps just being up front with people and tackling the problem head on.

Others say just be quiet and get your job done. Don't make waves or they'll send you somewhere you don't want to be!

Finding a senior mentor is a help. Someone you respect, whether it be a man or woman. Someone to act as a sounding board. Not someone you work too closely with. Mentors don't have to have the answer, but they may be able to bounce ideas around and be willing to listen.

Exercise helps. Having a mentor. Someone to talk to. Talk to colleagues.

Outcomes

Physical effects

Emotional effects

One officer felt that people are dying to get out of the military because they don't get supported and it's not what they hoped it would be. It's too inflexible to maintain a real life and be in the military.

All admitted that they eat more when they are stressed. They eat a lot at low points and eat healthfully and have good a level of fitness when they are satisfied with their jobs.

One officer couldn't lose weight after her last baby, partially due to her unhappiness at work.

Summary

One overwhelming theme was the need for these women to seem to the outside world to be beyond reproach. There was agreement that women had to be far better in performance and behavior than their male counterparts, who could get away with much more. There was also a feeling that women have to show their strength and self confidence as much as possible to set a good example for other women. People assume what one woman does wrong all women will do wrong.

In a couple of ways, the officers commented on how hard it was to be a women in the male dominated military. Whether they were being questioned about their ability to do their jobs due to pregnancy or shut out from career paths due to discrimination, these officers felt it was an uphill battle to be a woman in the military. The feeling was you just have to be incredibly tough and speak out when it's appropriate.

All but one officers mentioned some type of stress from their military careers linked to their family lives, but each person's experience was different. For one it was having to turn down a good job to start her family. For another it was leaving her kids at day care to go to work. For another it was feeling pressure and guilt about having kids and not being able to fly.

Most of the officers agreed that a mentor was a good thing to have to try to help mediate stress on the job. Someone to talk to, male or female, who could understand the job and situations that come up, and who could provide feedback when needed.

Because during recruitment for these focus groups the officers were told that attendance at the group was totally voluntary, this group was small, with only 5 women participants. It created an environment which was easier for everyone to share a lot. The moderator had more time to cover most if not all of the questions. In fact, three members stayed late discussing "other issues" that we had not covered during the group, such as the PT issue and being "taped" (having body measurements taken when they are over their weight limit).

Only two of the women knew each other personally.

APPENDIX B: YEAR 1 ANNUAL REPORT

THE NATURE AND OUTCOMES FOR WOMEN OF STRESSORS ASSOCIATED WITH MILITARY LIFE

YEAR 1 ANNUAL REPORT

1.0 INTRODUCTION

As background, in Section 1.0, we first summarize the literature on stressors and outcomes associated with stressors, focusing particularly on findings on women. We include a brief summary of those research findings that apply specifically to military women. Subsequently, we present our technical objectives, our hypotheses, and our methodology for conducting our study. Finally, we discuss our plans for manuscripts and reports and for a roundtable we will convene for the purpose of developing recommendations on strategies for reducing stressors and negative outcomes for military women. The second section of the report describes our Year 1 activities. The final section summarizes the activities we have planned for Year 2.

In this section, we briefly review the research literature on sources of stress and the relationship of stress to negative outcomes, such as health and mental health problems. We also describe a model that delineates the relationship between stressors and outcomes. Included in this model are other factors that have been found to mediate the relationship between the two. We then discuss the research literature on stressors of, and stress-related outcomes for, women in the Military.

1.1 Research on Stressors

Over the past two decades, the relationship between exposure to stressors and task performance, physical health, and mental health has been extensively examined. Although it is widely recognized that stressors are prevalent in our everyday lives and can never be fully avoided, researchers are particularly interested in understanding (a) characteristics of individuals, (b) aspects of stressful events and conditions, and (c) other characteristics of the situation that result in either acute and/or long-term negative psychological and physical responses.

A number of conceptual definitions of stress have been put forth in the literature (1,2,3,4,5), yet the field of stress research suffers from the lack of a clear operational definition of the construct (6,7,8,9). Historically, stress research has focused on exposure to events or conditions (primarily noxious) and the outcomes that result from such exposure. Consequently, there has sometimes been confusion regarding the exact referent of the term "stress": Is it the stressor or the response to the stressor? We adopt the approach used by Lazarus and Folkman (10). We refer to the noxious stimuli or environmental demands that are presented to individuals as the "stressors" or "stressful event." We reserve the term "stress" to refer to "a particular relationship between the person and the environment that is appraised by the person as taxing or exceeding his or her resources and endangering his or her well-being" (10). We refer to the short-term and long-term sequelae of exposure to stressors as "outcomes" or "stress-related outcomes."

1.2 Classifying Stressors

Because myriad stressors affect people's lives, it is necessary to group them in ways that will facilitate our understanding of them. One way of examining stressors is by juxtaposing "life event" stressors versus "daily hassles." We refer to this as the "**frequency/ordinariness**" distinction or classification. Research on life event stressors gained popularity with the development of life event scales by Holmes and Raye (11) in the mid-1960s. Life events include experiences that happen relatively infrequently to most people and that tend to produce serious changes in our everyday lives. Examples include marriage, divorce, changing jobs, moving, or having a child. Initially, life event stressors were thought to have much more serious impacts on our lives than the more common stressors we encounter each day.

"Daily hassles" are the frequent but relatively ordinary stressors of everyday life, such as a long commute to work with heavy traffic or having to repeatedly redo certain tasks because of equipment failures. Research on daily hassles became prominent with Kanner et al.'s (12) work on this subject in the early 1980s.

Yet another way of studying stressors is to group them by their **severity/intensity** (e.g., mild, moderate, severe, and traumatic) (12,13). Severity may be seen as a continuum that crosscuts the previous classification of stressors (by frequency/ordinariness) (see Figure 1). One can assess severity using either objective or subjective criteria. The life event stressor literature originally focused heavily on objective criteria for classification of severity (e.g., divorce, changing jobs, or having a child were all considered to be innately important stressors). The traumatic stress research field still relies primarily on objective criteria for deciding whether the stressor is traumatic, and there are some empirical reasons for using objective criteria. Even when an individual does not "rate" a life event or traumatic stressor as being subjectively severe, the experience of such a stressor may nonetheless be significantly related to outcomes (14). In research on stressors other than traumatic stressors, however, there has been a movement toward subjective assessment of severity (15,16,17).

Figure 1. Stressors Classified by Level and Severity

	Level of Severity			
	Mild	Moderate	Severe	Traumatic
Daily Hassles				
Life Event Stressors				

To illustrate how specific types of stressors fit into the framework in Figure 1, the second row of the table might include a move by a young single person with limited possessions from one apartment to another of similar quality close by with about the same rent because it was on the second floor rather than on the third (Column 1, mild). The column labeled "moderate" in the second row might include as an example a promotion with a raise and increased responsibility. A life stressor rated as severe might be getting married for the first time at age 38 to someone with custody of four children who lives in another city requiring you to relocate and find a new

job. A traumatic life event stressor for the table might be being raped by a stranger in your apartment parking lot.

Yet another way of classifying stressors is by their **source**, that is, the life domain in which the stressor operates or from which the stressor stems (e.g., work, home). Sources most commonly examined include stressors associated with job, with marriage, and with being a parent (18,19,20,21). Other domains/sources of stressors would include other family members or friends (e.g., a meddling mother-in-law or a dying friend); the environment (e.g., living in a neighborhood plagued by gangs and drugs); and health (e.g., having a debilitating disease). Sources of stressors may be seen to crosscut the other two categorizations illustrated in Figure 1. That is, within all of the cells in Figure 1, the stressors may be classified as stemming from a source type. Cell 1, mild daily hassles, for example, may contain stressors associated with work, with parental responsibilities, etc.

Finally, much research in stress classifies stressors by **general characteristics**, such as overload, inter- or intra-role conflict, and lack of control (19,21,22,23). Categorizing stressors in this way allows the researcher to examine stressors at a "higher level"; for example, overload may be associated with work, with parental responsibilities, with marital responsibilities, or with the interface of responsibilities of work and being a parent. One can thus draw conclusions about stressors based on their general characteristics rather than the specifics of a particular stressor.

1.3 Nature of Stressors

Here we expand on some important qualities of different stressors types, including gender differences.

1.3.1 Stressors by "Frequency/Ordinariness"

(a). **Daily Hassles.** Kanner et al. (12) defined daily hassles as "irritating, frustrating, distressing demands that to some degree characterize everyday transaction with the environment" (p. 3). Recent research suggests that daily hassles may have more negative outcomes than stressful life events, such as divorce or job change. Research has found that women tend to report more daily hassles than men (17) and to feel greater stress from them.

(b). **Life Event Stressors.** A significant body of research has been devoted to defining and examining the impact of major life events on functioning (24). *Stressful life events* happen to many people at some time in their lives. Early studies that focused on stressful life events were strongly influenced by the seminal work of Holmes and Rahe (11) who created a ratio-scaled schedule of 43 broad-spectrum recent life events that were believed to require some psychological adjustment on the part of the person. Research suggests that "positive" life events, such as marriage or promotion, may also require adjustment and so may induce stress. There have been conflicting findings as to whether men or women report more stressful life events.

1.3.2 Stressors by Severity/Intensity

Although there is a certain fuzziness to "rating" a stressor on a continuum from mild to traumatic, certain criteria must be met in order for a stressor to be defined as "traumatic" according to psychiatric nosology. A traumatic stressor (also sometimes referred to as an "extreme event") is defined by the American Psychiatric Association's *Diagnostic and Statistical Manual of Mental Disorders* (25) as one that is "outside the range of usual human experience and

would be markedly distressing to almost anyone." Some of the most frequently discussed traumatic stressors are those associated with war. Other extreme events include fires, serious accidents, being the victim of violent assault, and natural disasters.

1.3.3 Stressors by Source

We consider here stressors related to occupation, family, environment, and to being a woman in a man's occupation.

(a). Occupational Stressors. Occupational stressors can generally be described as objectively or subjectively defined. Objectively defined stressors that have been studied include physical properties of the working environment (e.g., physical hazards, noise), time variables (e.g., such as length of workday, shift work), social and organizational properties of work and its setting (e.g., workload and monotony), and changes in job (e.g., demotion and transfer). Subjectively defined stressors that have been examined include role-related stress (e.g., degree of control over work processes, responsibility for people), relationship to co-workers, support from superiors, and underutilization of abilities (26,27).

For those in the Military, environmental and occupational stressors may be inextricably entwined. Harsh living conditions, exhausting physical demands, and other highly stressful situations experienced when deployed in certain locations are obviously both environmental and occupational.

(b). Family-Related Stressors. Although both men and women may experience stressors related to being a spouse and a parent, women often are affected disproportionately because they remain the primary caregivers for most children and often have primary responsibility for household tasks, even when they work outside the home. Women in the workforce with children experience the stress of attempting to balance the responsibilities of the family with the responsibilities of work—a particularly difficult task for women in the Military because they may be assigned or deployed to locations to which they will not be able to take their children. It is not surprising then, that women are more likely than men to report stressors related to children and marriage (18,19,20,21).

(c). Environmental Stressors. Environmental stressors have been studied in an effort to determine their relationship to functional outcomes. For example, a good deal of literature has focused on describing how living conditions affect the functioning of individuals. Researchers have examined such aspects of the environment as predictability, crowding, and extremes of climate to determine what aspects of the environment are more stress-inducing, and what outcomes result from exposure to stressful environmental stimuli (27,28).

(d). Stressors Related to Being a Woman in a Man's Occupation. It has been recognized that women experience numerous unique stressors associated with their gender and sex roles (29,30). One important component of such stressors has been being negatively evaluated in the workplace by men. Ever since women have begun to move into predominantly male occupations in significant numbers, there has been much discussion, and some research, on the effect of being a woman in a man's environment. One of the best known early studies on this subject was conducted by Kandel et al. (31). Research has found that women making such inroads face a variety of stressors, including being stereotyped; encountering negative attitudes of supervisors and colleagues; being forced to perform at a higher level than men in order to be considered "as good" as men; being sexually harassed and discriminated against; and using

equipment and procedures developed for men (32,33). (The vast majority of the victims of sexual harassment and discrimination are women [34].) A burgeoning area of research has focused on delineating the negative outcomes that may manifest themselves in response to various forms of sexual discrimination and harassment in the workplace, such as differential hiring, work assignments, promotions, and exclusion from social and peer networks in which work occurs (30,34).

1.3.4 Stressors Based on General Characteristics

Some of the types of stressors that have been examined most often are overload, role conflict, and lack of control over work. A model proposed by many researchers is that stress results from having higher levels of demands placed on one than one has available resources to meet those demands (35). The greater the discrepancy, the greater the stress. It has been found that stressors with the same characteristics do not necessarily have the same effects (e.g., overload can have differential effects depending on whether the domain is work or home).

With regard to research on women, there have been conflicting findings as to whether work or family responsibilities are the greater source of stress for women, and whether working outside the home increases or decreases stress. Many studies have found that, for women, having both a job and children is likely to increase stress because of conflicts between the two responsibilities (18,22,36,37). Some studies, however, have found that having a job outside the home decreases a woman's overall level of stress (31,38) and that working outside the home can actually buffer stressors at home (39). These conflicting findings appear to be explained by a variety of mediating variables, including the amount of support one has in the home (e.g., married working women tend to have less stress from having children than single working women) (31); type of occupation (35); number and age of children (35,40,41); support from supervisor (19,41); control over one's work (42); satisfaction from one's work (21), and so on. Some research suggests that men have fewer conflicts and less stress than women related to the work/job interface because women tend to have a stronger identification with the parent role than do men (43). Controlling on one's identification with the parent role appears to at least partially decrease gender differences in the experiences of stress.

1.4 Stressors and Women

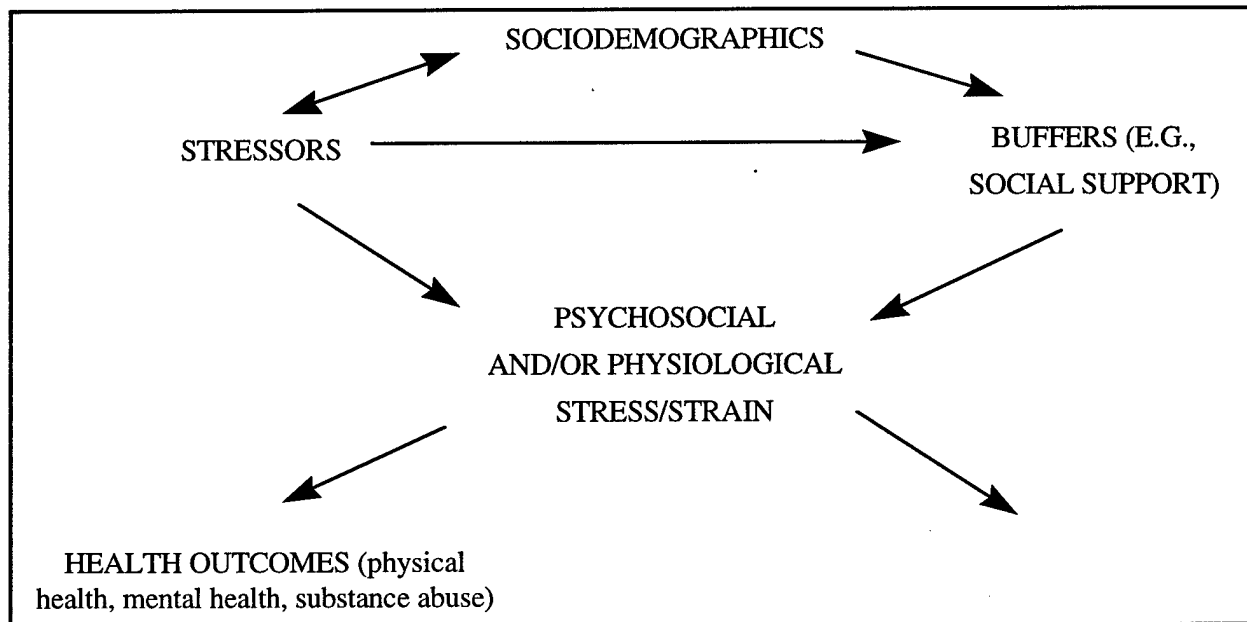
In the report *Working Women's Health Concerns: A Gender at Risk*, by the Bureau of National Affairs (44), many leaders of national women's organizations consider stress to be the most serious hazard faced by women. Findings from a wide variety of studies suggest that women perceive a greater number and more severe stressors in their lives than men do (36,37,42,45). Furthermore (as discussed later), women also tend to have more negative outcomes from stress than do men. Some of this gender difference appears to be the result of more stressful work/home conflicts among women, but even women without children tend to report higher levels of stress than do their male colleagues. Some of the other hypothesized reasons for gender differences include value differences (e.g., women tend to place higher value on nonwork life than do men while men's identity is more strongly tied to their work role); lack of "fit" between the woman and a male work environment, which may emphasize masculine-oriented behaviors and such characteristics as competitiveness; being devalued and having less

support from male colleagues and supervisors because of their gender; and a greater willingness to admit feeling stress and endorse items asking about health and mental health problems.

1.5 Variables Mediating Between Stressors and Outcomes

A number of factors can intervene between a stressor and its potential effects. Figure 2 provides a model of the relationship of stressors to outcomes, including several important intervening variables. Before discussing negative outcomes, we would like to briefly mention two sets of variables that may be seen as intervening, mediating, or buffering variables between stressors and outcomes: sociodemographics and social support. **Sociodemographics**, such as age, income, education, and gender have all been found to affect the relationship between

Figure 2. Model of the Stressor/Outcome Relationship



stressor and outcome (37,46). **Social support** is probably the most widely studied buffer of stressor outcomes and has been found to be one of the most effective (22,47,48). The magnitude of the impact of social support has been found to be associated with the source of the support (e.g., supervisor, colleague, friends, spouse) (1,4); for example, supervisor support has been found in many studies to be one of the most important sources of support for women. Women tend to use social support when available more often than men do, and in some studies it has been found to be more important for women than for men (19,41).

1.6 Stress-Related Outcomes

1.6.1 Psychosocial or Physiologic Stress

The effect of major stressors that are not well buffered is perceived stress that puts a strain on an individual's resources. Such stress is, unfortunately, a condition that cannot be totally avoided. Virtually all of us feel stress in our work or in our families from time to time. Such stress may result in minor irritability or fatigue. Over time, if the stressors are serious enough or persist long enough, and if we do not develop mechanisms for coping with them, they can produce more serious problems with functioning, health, and mental health.

1.6.2 Stress and Functioning

Increased levels of stress in response to gender-role stressors, including sexual harassment, have been found to be related to increased depression, anxiety, irritability, demoralization, and marital dissatisfaction (29,30). As noted above, a veritable multitude of occupational stressors have been examined for their impact on performance. Shift work has been

demonstrated to be related to higher rates of on-the-job accidents. Additionally, it has been estimated that up to 20% of workers are unable to adapt to shift work and leave those jobs requiring shift work (49). Increased noise levels have been demonstrated to be related to fatigue and impaired efficiency on the job. Machine-paced workers have reported higher rates of boredom and job dissatisfaction than did nonmachine-paced workers (27). Likewise, underutilization of abilities has been demonstrated to be very strongly related to job dissatisfaction and job boredom. Significantly higher levels of occupational instability were associated with exposure to traumatic stressors in Vietnam and subsequent development of posttraumatic stress disorder (PTSD) (50).

One extreme form of the negative effect of stress on functioning is burnout, which is defined as "a state of physical emotional or mental (i.e., cognitive) exhaustion" (51, p. 192). Burnout is marked by physical depletion and chronic fatigue, by feelings of hopelessness and helplessness, and by the development of a negative self-concept and negative attitudes toward work, life and other people" (51, p. 193). It has been most often studied among health care workers and social service workers. Much research has been done, for example, on burnout among nurses and physicians (9,52,53). Burnout appears to be the result of an inability to cope with stress and has been found to produce negative outcomes not only for the individual, but also for his or her employer, co-workers, and family. Many studies have found that women report more burnout than men do (44; p. 195 in 51), although higher rates of reported burnout among women do not always result in poor performance among women (54). In addition to contributing to lower levels of productivity, absenteeism, more interpersonal friction, and possible subsequent health problems (51,55,56,57), burnout has also been blamed for high job turnover among teachers (56,57,58) and nurses (9,59) among others.

1.6.3 Stress and Physical Health Outcomes

In reviews of the literature on the relationship between stress and physical health, both Elliott (60) and Bloom (9) reported that the evidence linking stressful life events with subsequent physical disorder seems very persuasive. Research began when it was discovered that, as a result of exposing animals to severe physical or psychological trauma, the functioning of a wide array of physiological systems was impaired and even death could occur. Later research with humans suggested that major life disruptions contributed to the development of many disorders, ranging from minor to major, such as infections, hypertension, heart attacks, cancer (8), and headaches and gastrointestinal disturbance (60). Likewise, occupational stressors have been implicated in the development of coronary heart disease, hypertension, migraines, peptic ulcers, ulcerative colitis, and diabetes among others (22). Furthermore, victims of sexual harassment report negative health consequences, such as increased headaches, decreased appetite, and sleep disturbance (30). Increasingly, research has shown that exposure to high levels of psychological stress (e.g., traumatic stressors) can produce elevated rates of health complaints and physician visits (60,61). Although this association is present in men, it seems especially pronounced in women.

1.6.4 Stress and Mental Health Outcomes

Stress plays a significant role in the development of psychiatric disorders and is related to impaired psychological functioning. Increased stress in response to stressors has been implicated in the development of depression, generalized anxiety disorder, and substance

abuse (8,60). Negative mental health outcomes that have been found to be related to occupational stressors include increased anxiety, depression, substance abuse, irritability and somatic complaints. Exposure to traumatic stressors can be related to the onset of a variety of negative mental health outcomes, including depression, substance abuse, anxiety disorders (including PTSD), and personality disorders (50). PTSD is the most widely studied psychiatric disorder that can occur following exposure to a traumatic stressor (63,64). With regard to environmental and occupational stressors, a recent study by King et al. (65) using the National Vietnam Veterans Readjustment Study data found that a malevolent environment (e.g., poor food, water, climate) had both the strongest direct effect and the strongest total effect (direct + indirect) effect on PTSD outcomes of the four dimensions of war zone stress.

1.6.5 Stress and Substance Abuse

Numerous studies have found elevated rates of alcohol consumption among those with elevated levels of stress (66). In some studies of women, however, alcohol use has not been elevated but psychotropic medication (e.g., tranquilizers) has been (67). Some studies have found subjects actually reduced their alcohol use during stressful periods (68,69). Again, a variety of factors may influence the relationship between stress and substance abuse, such as sociodemographics and coping style.

Exposure to traumatic stressors has been strongly implicated in the elevated rates of substance abuse and dependence among veterans (70), and PTSD has been found to be highly comorbid with substance abuse (50). Women who served in Vietnam with high levels of war zone stress were found to have significantly higher rates of alcohol abuse and dependence than did other women veterans of the Vietnam era, while women theater veterans who were exposed to lower levels of such stress did not have significantly more alcohol disorders than did other women veterans of the Vietnam era (50).

1.7 What We Know About Stressors of Military Women

1.7.1 Who Are the Women Who Serve in the Military?

The number of women in the Army has increased dramatically in recent years. In 1995, approximately 200,000 women (14% of all active-duty forces) were women. However, in the first part of 1994, 19% of new enlisted recruits were women (71), and it is expected that women will comprise 20% of the active-duty force in the near future. The largest group of active duty women are in the Army—approximately 70,000 women. In addition to the active-duty component, another 140,000 reservists are women, or approximately 16% of Reservists. In 1994, approximately 47,320 women were in the Army or Air National Guard (72) or approximately 8% of the Army Reserve and 14% of the ANG.

About 40% of active-duty women were classified as minority group members (53% in the Army) as compared to women in the National Guard who are predominantly white: 67% for Army Reserve and 81% for ANG. The proportion of women in the Reserves who are minority tends to fall in between that for active-duty women and National Guard women. It has been said that women in the active-duty military are at double jeopardy for being discriminated against because they are not only female but also disproportionately minority (73). Further, 27% of active-duty women are black compared to only 17% of active-duty men (73). Negative attitudes

toward single parents also disproportionately affect women because they, and particularly black women, are the group most likely to be single parents: 13.3% of black female military personnel are single parents compared to 7.4% of white female personnel, 2% of black male personnel, and 1.4% of white male personnel (73).

Women now serve in a much broader array of positions than ever before. In 1987, all combat service support positions in the Army were open to women, and in April 1993, the Secretary of Defense lifted the prohibitions against women flying combat aircraft. The Army has opened additional positions to women so that now approximately 67% of all positions in the Army will be open to women (71). This means women in the Military are now subject to many of the same stressors that men have been subject to.

1.7.2 What Previous Research Has Been Done on Stressors of Women in the Military?

Research on stressors of female military personnel have had findings similar to studies using female civilians. Women in the Military tend to report higher levels of stress (36) and burnout (74) than do men in the Military. Work/family conflicts are among the greatest sources of stress (20). We would expect stressors related to conflicts between family and work to be at least as strong for military as for civilian women because military women may be subject to temporary duty assignments away from home at short notice, may work long hours and on rotating shifts, and are subject to deployment.

As with civilian women, social support is a very important stress buffer for military women, more important than for military men (40). Unfortunately, available supervisor and colleague support may be low because of negative attitudes toward women. Deployment raises stress levels (75,76), and deployment tends to produce behavior problems in children (77,78).

Working in occupations in which they are a small minority and/or occupations that men tend to view as "masculine" also are important sources of stressors (79,80) for military women because of negative evaluations and resentment of male supervisors and colleagues; stereotyping; poorly fitting clothing and equipment; and sometimes limited facilities for privacy for personal hygiene. For example, physical requirements and equipment are often not modified or modified inadequately for women, which can result in minor but nonetheless stressful injuries. Because women's physiology is different from men's, physical requirements and standards for men do not well accommodate women (e.g., women have better cold tolerance than do men but less heat tolerance; women and men have different levels of upper body strength). DeVilbiss provided an insightful look at the situation for women on combat maneuvers in her participant observation study (81). She talked about many of the day-to-day problems of living in a man's environment (e.g., the blisters women all developed on their feet because the boots did not fit them). She also described how men who had difficulty carrying out a task or became angry or emotional were excused by other men for various reasons whereas women in the same situations were seen to demonstrate their unfitness for military duty.

Sexual harassment is another stressor felt by many military women. In a 1991 study of women in the Navy, for example, 44% of enlisted women and 33% of officers reported being sexually harassed (82). Most of these women dealt with the incident(s) by taking actions to avoid the person or by telling the person to stop. Few reported the incident. However, 7% of enlisted women and 2% of officers reported to sick call as a result of sexual harassment.

Exposure to extreme events (i.e., trauma) can be another important stressor for women, particularly the trauma of dealing with dead and dying soldiers and civilians. Some studies suggest that women may feel more stressed and have more negative psychological reactions to trauma (83) than do military men, especially when they have had a history of abuse (84). The National Vietnam Veterans Readjustment Study (50) findings indicate that 8.5% of all women Vietnam veterans were current cases of PTSD 15 or more years after their military service, confirming the belief by some that service in a war zone can be traumatic even for those not directly involved in combat. Other more preliminary studies that have been conducted using samples of convenience also support the notion that exposure to wartime stressors, particularly to death and dying, result in both physical and psychological aftereffects for women even though women do not serve in combat roles (85,86,87,88,89,90,91). Recent research on those who served in the Persian Gulf War, for example, includes studies of stressors associated with symptoms of PTSD among individuals who handled human remains (92,93).

Outcomes of stress experienced by women in the Military are similar to those in civilian occupations and often result in problems with health and mental health. A study of sick call diagnoses among personnel on U.S. Navy ships found significantly higher rates of personality disorder, stress, and adjustment reactions among women than among men (94). Women soldiers deployed during the Persian Gulf War were almost twice as likely to be diagnosed with psychiatric disorders than were men (95). Research on women in the military has found higher rates of health services among women than among men (96,97,98,99,100). These findings are similar to findings among civilian women and, among both groups, may be related to higher levels of perceived stressors. The lower rate of retention for women than men has also been attributed to higher levels of stressors (101).

1.7.3 What Information Do We Need to Better Understand the Nature and Effects of Stressors on Women in the Military?

Much has still to be learned about stressors of women in the Military in general and in the Army and Army Reserve specifically. Although stressors of military women have been found to be similar to the stressors of other women, and although negative outcomes related to stress appear to be similar for both populations, the information currently available is insufficient to develop effective intervention and prevention programs.

First, we need data on stressors and outcomes on a broader sample of women in the Army and Army Reserve. Previous studies have been focused particularly on nurses and small groups of other women, such as military police units. These data do not represent the wide variety of occupations of Army and Army Reserve women. We particularly need more information on the Army Reserve. We have found no studies to date on stressors of these women.

Second, we need more detailed information on the stressors themselves—it is insufficient to say that "working in a predominantly male environment" is a stressor. What are the specific factors that make these roles stressful, and why are they less stressful in some units than in others?

Third, we need more information about the relative importance of different types of stressors and how stressors relate to sociodemographic characteristics, occupation, and so on. Prevention and intervention programs can then be targeted for particular groups of women. For example, the most serious stressors for unmarried junior enlisted personnel may be different from

those for older married women officers. The most important stressors of nurses are likely to be different from the most important stressors of combat support personnel.

Fourth, and similarly, we need to better understand those factors that mediate stressors. For example, how does social support influence whether a particular type of stressor negatively affects one woman and not another with similar demographic characteristics? What organizational structures and programs might be changed or developed to help women in the Army and Army Reserve access and use such buffers as social support more effectively?

Our study will address these issues and is examining the following questions:

1. What are some of the most important stressors of women in the Army and Army Reserve, and what is relative importance of the various stressors? We need information about both war zone and non-war zone stressors, both acute and chronic stressors, and stressors of women in the myriad roles they now occupy in the Army.
2. What are the negative outcomes that are the result of stress, and how is exposure related to outcome? We need information on the relationship between stressors and diverse serious outcomes: health consequences, mental health consequences, substance abuse and dependence, and job performance and retention.
3. How do mediating variables affect the relationship between stressors and outcomes? For example, how do sociodemographic characteristics, such as age and rank, mediate the effects of stressor exposure on outcome? What potential buffers—such as support from supervisor—are most effective at reducing negative outcomes?
4. What characteristics of the unit are associated with negative outcomes?

Our study will provide data never available before—data that Army decisionmakers and planners can use to develop mechanisms, such as prevention and intervention programs, to reduce stressors and their impact on Army women.

1.8 Hypotheses/Purpose

Our purpose is to (a) identify the most important stressors and their outcomes among women in the Army and Army Reserves; (b) describe the relationship between stressors and risk factors, including mediating such factors as sociodemographics and buffering agents; and (c) make recommendations about prevention strategies that might be employed to reduce stressors and their impact.

Our general hypotheses are that

- exposure to stressors is associated with poorer outcomes, including subsequent health and mental health status, substance abuse, and occupational functioning;
- some exposures (e.g., exposure to enemy fire) are more pathogenic than others (e.g., exposure to extreme living conditions); and
- sociodemographic and other characteristics mediate the effect of stressors on outcomes.

We will examine these hypotheses in a multivariate framework, so that we can assess the long-term, independent effects of a variety of military stressors while controlling for potentially predisposing characteristics of the individual.

The conceptualization that will guide our analyses is the model in Figure 2. This is consistent with Lazarus and Folkman (1) and their colleagues who have advanced the position that the patterns of adjustment after stress exposure differ because they are influenced by the variance in characteristics of both the stressor and the individual.

The data from this study will enable us to assess the distribution of stress exposure across women in the major occupational specialties and different deployment statuses that women hold in the Army and Army Reserve today. Although descriptive, this information is critical for thinking about potential preventive efforts. Further, although within the scope of this study (i.e., because of its exploratory nature and budget limitations), we will not be able to collect data on a representative sample of women in the Army and Army Reserve and cannot therefore provide prevalence estimates of stressors and outcomes of women in these two Services, there is nonetheless much we can contribute to the knowledge about stressors of women in the Military. We will be able to provide data on a broader array of women, stressors, occupations, and outcomes than has ever before been gathered; our data, therefore, will provide a better portrait of the most important stressors of women in these branches of the Military, particularly women in the most common occupational specialties. Second, we will be able to examine the relationship between stressors and outcomes and to determine what variables mediate these relationships. Thus, the data from this study will enable us to examine the more immediate health, mental health, and performance consequences of the kinds of stress to which women in the Army are routinely exposed.

Our specific hypotheses for the study are based on findings from the literature to date:

- Women in occupations that present more physical danger and more serious daily hassles, such as combat support and military police, will report more stress and have more negative outcomes than will women in other occupations.
- Women in units likely to be deployed first will report more stress but will have significantly higher negative outcomes only if deployment has occurred recently or is likely to occur soon.
- Women with children in the home will report more stress than will women with no children; single mothers will report more stress than married mothers; women with younger children will report more stress than women with older children.
- Women in units that are predominantly male (e.g., 80% or more) will report more stress and have more negative outcomes than will other women.
- Women in their first year of enlistment will report more stress than will other women. Older women will report more stress than will younger women other than first-term women. Both first-term and older women will have more negative outcomes than will other women.

- Women with less education will report more stress and have more negative outcomes than will more educated women.
- Women who have served in a war zone or similar hostile situation where they were subject to threats to their lives will have more negative outcomes than will other women, controlling on age and education.
- The greatest sources of stress will be being a parent of young children, being in a predominantly male unit, being in a unit where the males have a strong negative attitude toward women serving in their unit, and age.
- Mediating variables will include sociodemographics (age, education), support of supervisor, support of male colleagues, and finding the job rewarding.
- Negative outcomes associated with stressors will include more use of health services, more sick time, more reported health problems, more psychological distress, more use of alcohol, and less commitment to staying in the Military. In general, other performance measures are not expected to be significantly related to stress.

In our primary data collection, we will oversample units that contain individuals who have served in a war zone or in regions in which soldiers were at risk of being injured or killed by enemy fire, such as Somalia. If we are able to obtain enough such respondents, we can examine models of traumatic stressors on outcomes.

Because of the very limited previous research on stressors of women in the Military, at least a portion of the analyses may be best described as "informed exploration." We believe, however, that an exploratory approach is appropriate given the state of current knowledge about the impact of stressors on women soldiers; we also believe that the risk of spurious findings is reduced by the use of a specific conceptual model to drive the analyses.

1.9 Technical Objectives

Our technical objective is to identify experiences and conditions that are the most stressful to women in the Army and Army Reserve and that have the most frequent and/or most serious negative outcomes for the women and the Army. We have accomplished the first step in this process (a) by using focus groups and self-report questionnaires to collect data on major stressors and outcomes from women currently on active duty in the Army, and (b) by scheduling focus groups for the Army Reserves (we expect to complete these in the coming weeks).

In Year 2, we will carry out the second stage of our objective by using the newly collected data to determine (a) the nature, likelihood, and outcomes associated with various types of stressors for women currently in the Army, and (b) the mediating effects of sociodemographic characteristics of the individual, the women's occupation and family, the environment, and other factors may have on outcomes.

2.0 YEAR 1 ACTIVITIES

One important task for the first year of the study was obtaining cooperation and access for the study from senior Army officers and senior Army civilian personnel. A second task was conducting focus groups with active-duty and nonactive-duty Army women. This involved developing a focus group protocol to conduct the groups; obtaining human subjects' clearance; conducting the focus groups; and summarizing the comments from the groups. The other task for Year 1 was compiling instruments to assess different types of stressors and using these to develop a draft questionnaire.

2.1 Obtaining Cooperation and Access

In an attempt to obtain an endorsement for the study that could be used to help gain cooperation at individual installations, we prepared a briefing for Mr. John P. McLaurin, III, Deputy Assistant Secretary of the Army, Military Personnel Management and Equal Opportunity Policy. We had hoped Mr. McLaurin would endorse the study and thereby increase the probability of cooperation from installation commanders.

On February 27, 1997, the principal investigator, the study coordinator, and the study's Army consultant Col. Karen Frey (U.S. Army, ret.) met with Mr. McLaurin and his assistant Col. Lee. At that meeting, both Mr. McLaurin and Col. Lee expressed strong concerns about our conducting the study in the immediate future. They stated that the recent number of sexual harassment charges and the resultant sexual harassment investigation was creating a backlash against women in the Army. Senior officers and members of Congress who had previously limited their negative statements about women in the Army because it was not "politically correct" saw the sexual harassment media event as an opportunity to push for reducing women's role in the Army. They were concerned that a study on stressors and negative outcomes from stressors for Army women would elicit information that could be used to fuel the argument that women should not be in the Army. Mr. McLaurin and Col. Lee also expressed other concerns. A concern related to their first was that they thought, minimally, both men and women should be studied so that it could be shown that men as well as women suffer stress and negative outcomes. Another major concern was that we were planning on using the National Guard women as our nonactive-duty group. They felt the Guard was too heterogeneous in training and experience from State to State to allow any generalizable statements to be made about the group as a whole.

We wanted to address Mr. McLaurin's concerns (these are outlined in Appendix A), but we were limited in our ability to do so. We stated that we simply did not have the money to include men in the study sample, although we would see if there were additional funds to do so. Reducing the sample size of women to include men would have severe negative impact on our ability to conduct our analysis of the data and so possibly result in unreliable and invalid results. Reducing the sample size for women to include men also would not cover all of the additional costs of including men in the sample. Including men in the study would involve researching factors related to stress and negative outcomes for Army men, but we had no funds for additional research. It would also involve developing an additional questionnaire, or modifying the woman's questionnaire—which we also had no funds to do. We subsequently did ask our project officer, Patricia Modrow, about possible additional funding and also investigated other potential sources of funds, but we were unable to find additional monies to include men in the study.

We agreed to use women Reservists, rather than National Guard women, as our nonactive-duty sample and obtained permission from our project officer to do so. Finally, there was no way we could delay our study but we did (1) state that in our report we would stress both the positive as well as the negative factors associated with Army life for women, and discuss both positive adjustment, not just negative outcomes, experienced by Army women; and (2) ask Mr. McLaurin to be a part of the panel to review our findings and make recommendations. Appendix A includes the letter we sent to Mr. McLaurin after our meeting, which also included our response to his various concerns.

This experience was far from the end of the problems we have encountered because of the timing of the study. Installation commanders have been reluctant to allow us to interview women or, in some cases such as at Fort Bragg, have actually refused us access to women. The media attention surrounding the sexual harassment charges, trials, and investigations have made installation commanders wary of any study that might bring additional negative press. Particularly at Fort Bragg, which had also received other negative press, including that surrounding the racially motivated murders, there was a strong sentiment against any potential project that could negatively affect the image of the installation.

Trying to obtain access and having to find substitutes when installations refused to participate have caused us lengthy delays. In our application, we had scheduled the focus groups to be completed by April 1997. However, once the project began it took longer than expected to meet with the appropriate staff at the Department of the Army to seek approval for conducting the focus groups. As a result, we delayed our groups with a target date of June 1997. We then experienced the various delays in gaining access to specific installations and to the populations we needed within those installations. Ultimately, we were successful at setting up the groups and conducted our active-duty focus groups from July through September 1997. One reason for these delays was that we had to substitute Fort Belvoir for Fort Bragg for two of the groups after long, repeated, and unsuccessful attempts to obtain access to Bragg. Although these are not comparable units, we felt for the purposes of the focus groups only, the women at this installation would be able to adequately address the issues about which we needed to obtain information.

Another difficulty we had in obtaining access is that, although our active-duty consultant, Col. Frey, was retired, first our National Guard consultant and later our Reservist consultant, were on active duty and assigned to their liaison role by their unit commander. We were also unable to pay them because of the terms in our contract. Therefore, we were apparently on the bottom of their priority list. We had great difficulty getting in contact with these women—who were often not in the office and would not return our calls—and then did not carry out the tasks we asked of them. We understood that their regular duties kept them very busy, but the lack of cooperation from our Reservist consultant, Major Jean McGinnis, completely stalled our Reservist focus groups for several months because she failed to carry out the tasks we needed her to accomplish despite our phone calls and attempted phone calls with her. In October 1997, we finally gave up on trying to obtain assistance from Major McGinnis and asked Col. Frey if she could (1) work with individuals she knew in the Reserves to obtain the information we needed and (2) contact unit commanders for us. She agreed and has already done much of the preliminary work. We now have scheduled our focus groups with Reservists in early December 1997.

We have serious concerns about our ability to gain access to the installations we had planned on using for the main study data collection. One important installation proposed for main study data collection is Fort Bragg. If we continue to be unable to obtain cooperation from Bragg, the only reasonably comparable installations would be Fort Hood in Texas or Fort Lewis in Washington State. However, our budget included only travel with brief overnight stays by automobile for staff from our North Carolina office to collect the data at Fort Bragg. Travel to Texas or Washington State would substantially escalate travel time and expenses beyond what is in our budget. Therefore, we are continuing to try to obtain help in obtaining cooperation at Bragg from other sources. We have contacted our project officer about anyone in her office who might be able to help us. General Evelyn Foote (U.S. Army, ret.) has also agreed to try to help us obtain cooperation at Bragg.

2.2 Developing the Focus Group Protocol

The goal of the focus groups was to determine the extent to which the literature on stressors of women, including Army women, fully and accurately reflected the nature of the stressors currently experienced by Army women. Based on the literature findings (see Section 1.0), study team members, including our active-duty Army consultant, discussed the topics that should be included in the focus group protocol. The purpose of the protocol is to guide the focus group leader so that each group covers the major important topics in a similar way. Several topical areas to be included were outlined: job; marriage and family; deployment or possibility of deployment; health; financial (particularly for enlisted); harassment; and traumatic stress (e.g., being under fire or being violently victimized). We also discussed social support and negative outcomes that might result from stress, including drug and alcohol use; mental health problems; illness; marital problems; poor job performance; and intent to leave the Army. These topical areas were divided among several staff members who each developed a draft of the protocol for their topical area. These were then exchanged among staff who offered suggestions and modifications. The revised protocol was then reviewed by our active-duty Army consultant, and subsequent changes were made based on her feedback. The protocol was finalized by the end of April 1997. A copy is included in Appendix B.

2.3 Obtaining Human Subjects' Clearance

The study team developed a human subjects' protocol describing the focus groups, and we appeared before RTI's institutional review board (IRB) on March 18, 1997. Two issues were brought up by the IRB. First, they wanted us to ensure that supervisors and their supervisees were not in the same focus groups to avoid any negative effects on supervisees should they say something their supervisor did not like. Because we were "over-recruiting," that is, inviting more women to participate than we could use if they all showed up, we agreed to randomly dismiss either the supervisor or supervisee if it turned out such a relationship existed among the assembled group. (However, this never occurred.) Second, the committee was concerned that the women who were not actually included in the focus group (for the reason just described or because more women showed up than we needed) did not come in vain. So, we agreed to develop a short questionnaire on the same topics as the focus group discussions that women not participating in the focus groups could fill out and drop in a box in the next room.

RTI's IRB approved both procedures and the consent forms. These were then sent to our project officer for human subjects' approval by the Army, which we obtained. A copy of the questionnaire given to subjects who did not participate is included in Appendix C. A copy of the human subjects' approval form is found in Appendix D.

2.4 Conducting the Focus Groups

We wanted to ensure that our focus groups encompassed a wide range of occupations and ranks in order to learn about stressors and their outcomes across the broad spectrum of women serving in the Army. We also wanted to ensure that there was no major rank difference within a particular focus group so that individuals would feel free to speak freely. For active-duty women, we decided to do focus groups separately for enlisted (E3-E4); junior noncommissioned officers (NCOs) (E5-E6); senior NCOs (E7-E9); and company grade officers. Because field grade officers are so few and so difficult to recruit for a focus group, we decided to gather information from them via a questionnaire rather than attempt to conduct a focus group. They completed a similar questionnaire to that given to women excused from participating in the focus groups (see Appendix E).

We intended to conduct focus groups with senior NCOs and company grade officers at Fort Bragg, but because we were unable to obtain access to Bragg, we ended up doing them at PERSCOM (Army Personnel Command) and Fort Belvoir, respectively, instead. In summary, we conducted focus groups with enlisted women and company grade (junior) officers at Fort Belvoir; junior NCOs at Fort Eustis; senior NCOs at PERSCOM (originally scheduled for Bragg); and distributed questionnaires to field grade officers through a convenience sample generated by interpersonal contacts. Because the questionnaires were anonymous, we do not know the exact location of assignment for the respondents. Locations for focus groups were chosen based on both the number of women and the variety of occupations represented for a particular rank at the various locations we had to choose from (i.e., locations within driving distance of RTI's DC or North Carolina offices).

We believe that we achieved our goal of having a very heterogeneous sample. Forty-one women actually participated in the focus groups. Another 17 came to the group but filled out a questionnaire instead. Seven senior women officers filled out a questionnaire for a total of 65 women from whom we obtained information. Exhibit 1 provides demographic information for women in the active-duty sample who either participated in, or filled out a questionnaire at, the focus group locations.

Women were recruited through the help of our active-duty Army consultant. She contacted the appropriate personnel at the military bases of interest and secured their permission and cooperation. Each participant was required by their commanders to show up at the focus group location at the appropriate time. Once they arrived, they were informed of the purpose of the focus groups and were told that they had fulfilled their commitment by simply showing up. Anyone not wishing to participate in the group was free to go. Commanders were told that some participants would be excused. No final list of participants was provided for commanders to review.

Each focus group consisted of between 5 and 13 women, and three of the groups consisted of 11 to 13 women. Each group session lasted 2 hours. Two study team members attended with one leading the focus group using the protocol and the other taking notes. The

women were very cooperative and seemed very interested in discussing the issues in the topical areas. Very few women declined to participate. A wide range of subjects was discussed by the women, and they seemed to have an easy time identifying and discussing the stressors they experience.

We are just now preparing to conduct the focus groups with the Reserve sample. This is much more difficult because of the small numbers of women found at any particular unit and the lack of heterogeneity in rank and occupation in many units. In mid-December 1997, we will be conducting two focus groups with women Reservists. The groups will be held at Fort Meade and Fort Belvoir, and both will be conducted with junior NCOs. It was also more difficult to schedule these groups because we needed to match their training schedules.

**Exhibit 1: Demographic Characteristics of
Those Attending the Focus Groups***

Age	
Under 30	19
30-39	17
40-49	6
50-59	0
60 or older	0
Race	
White	20
African American	28
Hispanic	2
Asian/Pacific Islander	1
Other	2
Any Children	
Yes	37
No	16
Ages of Children	
Under 12 years of age	34
13 to 17 years of age	12
18 years of age or older	2
Marital Status	
Married or living as married	34
Single	19
Education	
Less than high school graduate	3
High school graduate (or GED)	13
Some college	21
College graduate	13
Some graduate school	0
Graduate degree (M.A., Ph.D., etc.)	1

*This includes focus group participants as well as those filling out questionnaires when too many attendees showed up.

2.5 Summarizing the Findings

At the end of each focus group, one member of the team took the lead on summarizing the notes from the group. The other team member then reviewed it for comment. At the end of all focus groups, one team member summarized and synthesized important findings across focus groups as well as from the questionnaires. This summary is in Appendix F. Some selected findings from the focus groups are as follows:

- The stress of rank and Army hierarchy was a topic of discussion in each group. Higher ranking enlisted soldiers sometimes feel “put in the middle” between their supervisors and their subordinates. Lower ranking soldiers often find the requests by supervisors unrealistic and overly demanding. Working with civilians, who are outside the military structure, was seen as particularly stressful.
- Many women identified sexual harassment in the Military as a regular ongoing struggle but did not list this at the top of their concerns.
- Working with and under other women soldiers can, itself, be stressful. Having to be a “role model” and above reproach was voiced by women in each group as demanding and placing additional burdens on them. Women soldiers seem to have different expectations for relationships with other women soldiers, and this was seen as complicating the way in which they carry out their jobs.
- Child care issues dominated the list of stressors in all focus groups. Issues ranged from costs, finding schedules that accommodated Army work shifts, balancing dual-career families, to separation from children during times of training and deployment.
- There were mixed feelings from the groups as to whether work hours were manageable or overwhelming depending on rank and current assignment.
- Weight maintenance and Army regulations were voiced as stressful for most women and appear to be a source of daily stress.

2.6 Developing the Main Study Questionnaire

Early on in the study, we started reviewing questionnaires related to the topics we would be assessing in our study, such as occupational stressors, family stressors, and sexual harassment. We chose instruments to review based on what we had seen cited in the literature, instruments we had used previously, and instruments used by a colleague at RTI, Dr. Robert M. Bray, who has been doing social surveys of military personnel. We also contacted the Army Research Institute (ARI) and talked with Morris Peterson about instruments that had used to assess these domains, including ones they had been used to assess sexual harassment. (We found the ARI instruments particularly useful on issues unique to the Military, such as chain of command and military occupation issues.) Finally, we contacted Jessica Wolfe, a consultant on our study and a recipient of both a previous and a new grant from the Defense Women’s Health

Initiative, and agreed on some instruments we would use in common so that we could compare results for our samples.

A draft questionnaire was then developed based on our review of existing instruments. This draft questionnaire was circulated in the summer of 1997 to study team members and Col. Frey. They returned their comments, and the questionnaire was put aside until the focus groups were completed so that the data from these could be use to inform the further development of the questionnaire. (An outline of the draft questionnaire topics is in Exhibit 2; a copy of the draft questionnaire is in Appendix F.) We are now starting back to work on this questionnaire using feedback from the focus groups and will continue development of the questionnaire over the next few months.

Exhibit 2: Outline of Draft Survey Questionnaire

- A. Your Background
- B. Your Military Experience
- C. Your Support and Stress in Your Job
- D. Other Stressors
 - Gender-Related Experiences
 - Racial/Ethnic Discrimination
 - Stressful Life Events
 - Daily Hassles
 - Traumatic Life Events
- E. Positive and Negative Effects of Your Family and Personal Life
- F. Support from Family and Friends
- G. Outcomes That Can Be Affected by Stress
 - Your Health
 - Your Mental Health
 - Substance Abuse
 - Injuries, Impairment, and Disability
 - Retention and Performance

2.7 Summary of Year 1 Activities

In summary, in Year 1 we

- put together our study team, including consultants;

- developed a focus group protocol and questionnaires to be administered to field grade officers and to those who were recruited for the focus group but who did not participate in the group for some reason;
- obtained permission from installation commanders to conduct focus groups;
- obtained human subjects' clearance for holding focus groups;
- conducted the focus groups with active-duty women and summarized results from each of these focus groups;
- synthesized focus group findings for a summary of findings across active-duty groups;
- scheduled and set up Reservist focus groups;
- collected instruments from previous studies; and
- developed a draft questionnaire for the main study data collection.

Our chief problem in Year 1 was obtaining cooperation. This was in large part the result of the media attention surrounding the sexual harassment charges and sexual harassment investigation. We anticipate continuing problems in this area.

3.0 PLANNED ACTIVITIES FOR YEAR 2

In Year 2, we will undertake the following activities:

- Finish conducting the focus groups with Reservist women and summarizing findings from these.
- Obtain permission from installations to administer questionnaires to active-duty women.
- Obtain permission from unit commanders to administer questionnaires to Reservist women.
- Finalize questionnaire to be administered.
- Develop consent forms for main study questionnaire.
- Obtain human subjects' approval to administer anonymous questionnaires to active-duty and Reservist women.
- Administer questionnaires to 1,600 active-duty and Reservist women.
- Key the data from these 1,600 questionnaires.
- Create computer files from these data.

We have several challenges facing us in Year 2. The first is the continuing problem of access, particularly to Fort Bragg. We are continuing to work on this. The second is related to the Reservist sample. We had originally proposed equal numbers of active-duty and Reservist women. However, we are finding that, in general, the Reservist units have so few women that obtaining such a large sample may involve contacting, setting up logistics for, and then administering the interview to women at many more locations than originally planned. For active-duty units, we still hope to go to between 5 and 10 locations. A large Reservist sample may require going to 4 to 8 times that number of locations. Setting up times to do the interviews with Reservists is also problematic because we have to coordinate with the units' training period. We are considering reducing the size of the Reservist sample for these reasons. We would then increase the size of the active-duty sample. We believe that this would still enable us to address Reservist issues while keeping within our budget.

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APPENDIX B: YEAR 1 ANNUAL REPORT

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APPENDIX C: SHORT QUESTIONNAIRE

STUDY OF STRESSORS EXPERIENCED BY ARMY WOMEN

As you read in the consent form, the purpose of the study is to help us better understand the types and impacts of any stress experienced by Army women. We realize that the amount and types of stress Army women may feel varies. If you experience little or no stress in your military life, we would like to hear about it. If you experience a lot of stress in your military life, we want to know about that too. We would appreciate your answering this short questionnaire so that we can get a better picture of Army women. Based on the findings of the research, RTI will make recommendations to the Army about how to reduce stress for military women or how to minimize its effects.

Instead of participating in one of the focus groups, we would like you to complete a short written questionnaire instead. The questionnaire asks about the same topics as the focus group discussion.

There are no right or wrong answers to these questions. We are interested in your opinion and experience.

The information you provide will be held in strict confidence. Do not write your name on the survey. We will only be reporting the results for the group as a whole and will not identify any individual participants. The results will be used to develop a questionnaire to measure the nature, degree, and impact of stressors for military women which will be administered to 1,600 Army and Army Reserve women.

This study is being conducted by Research Triangle Institute under a grant funded by the U.S. Army. If you have any questions about this research project, you may contact the Dr. Kathleen Jordan, the Project Director, at 1-800-334-8571, ext. 6410. If you have any questions about your rights as a research participant, you may contact Linda Sheldon at 1-800-334-8571, ext. 6603.

ABOUT YOUR EXPERIENCE

1. What is your job in the Army (Army Reserves)?

2. What level of stress are you experiencing now in your military life? (Please check one)

- ☐ Very high
☐ High
☐ Moderate
☐ Slight
☐ None → Go to Question 13

3. There are things that some people find stressful about their work life. Thinking about your work life, please list the things you find the most stressful?

4. Please describe how this stress affects your work life, personal life, and physical and mental health.

5. There may be different things that women and men find most stressful about being in the military. Please list the people, situations, or experiences in your military life you think are more stressful for you than they would be for a man in your position.

6. Please describe what you find to be the most stressful about being a woman in the Army.

7. Please describe how this stress affects your work life, personal life, and physical and mental health.

8. Being in the Army may also cause stress in the personal and family lives of some people. As a result of being in the Army, please list the things you find most stressful in your personal and family lives.

9. Please describe how this stress affects your work life, personal life, and physical and mental health.

10. Please describe what helps you cope with any stress or hassles you experience in either your work or personal life.

11. Please list the types of people who tend to lower your feelings of stress in your work or personal life and how they do this (ex. friends, family, co-workers, supervisors, etc.).

12. Please list the types of people who tend to raise your feelings of stress in your work or personal life, whether they mean to or not (ex. friends, family, co-workers, supervisors, etc.).

ABOUT OTHER WOMEN IN THE MILITARY

13. Please describe the kinds of things you have heard other Army women say are stressful about being in the Army.

14. Do you think that women in the military use different ways of coping with stress than men do? If so, please describe how is it different.

15. Please describe the effect these stresses and hassles have upon Army women you know.

16. Please describe any other important stress-related issues Army women face that we have not asked about.

17. Please describe the negative outcomes you see most often in fellow Army women who feel stressed.

18. Please describe the positive outcomes you see most often in your fellow Army women who feel stressed.

19. **FOR RESERVES GROUP ONLY:** Please describe any different stresses that Army Reservists face compared to full-time military personnel.

APPENDIX D: RESULTS SHORT QUESTIONNAIRE

RESEARCH TRIANGLE INSTITUTE
THE NATURE AND OUTCOMES FOR WOMEN OF STRESSORS ASSOCIATED WITH
MILITARY LIFE

Questionnaire Findings

This report summarizes the responses to 55 questionnaires completed and returned to RTI from the following sources: 1) female Reserves Senior Non-Commissioned Officers; 2) female Active Duty Army Senior Non-Commissioned Officers; and 3) enlisted women who were over-recruited for focus groups.

One set of questionnaires was distributed to female Reservist Senior NCOs. Mr. Truell, our Reserves contact at Headquarters in Atlanta, GA, sent the questionnaires to women with a cover memo saying that the Reserves Headquarters endorsed and encouraged the completion of the survey. A convenience sample of 29 Reserve Senior Officers completed the questionnaires within a one-month period and returned them to Mr. Truell, who then returned them to RTI. This method achieved a 100% response rate. The quality of these responses was the highest of the three groups. The responses were longer and more thorough even when the same response was given in another group. It is possible that this variation in response was because the women had more time to complete the questionnaires, or because they were officers with more of an investment in changing the military.

The second group of questionnaires was given to Army Senior NCOs in the DC area. RTI's Army Senior Advisor, Col. (Retired) Karen Frey, was responsible for the dissemination. We do not know how the respondents were selected or what the response rate was, but seven questionnaires were returned to Col. Frey who, in turn, sent them to RTI.

The third group of questionnaires were given to 17 enlisted soldiers and NCOs, as well as two Senior Officers from Fort Belvoir, Fort Eustis, Fort Meade, and PERSCOM who were over-recruited for four of the six focus groups. Before each focus group began, if more than 12 women were in attendance, the assistant moderator selected numbers out of an envelope equal to the amount of women present over the 12 we needed. The selected numbers were called out and compared to the numbers that were written at the top of the information sheet they received upon arrival. Those whose number was called were taken by the assistant moderator to a nearby room to fill out the written questionnaire. Women were also excused if they directly supervised another member of the focus group. The women were instructed to take their time in filling out the questionnaire, place their completed questionnaire in one of the envelopes provided, seal it, and place it in the designated box before leaving. Before the assistant moderator returned to the focus group for note taking, she explained that the women were free to leave as soon as they completed the questionnaire. In terms of the quality of the data from these written questionnaires, the responses were quite complete given the circumstances under which the questionnaires were filled out.

Because the responses outlined in this report came from written questionnaires rather than from focus groups, there was no possibility to probe for additional responses, ask about unmentioned stressors, or obtain context for responses. Therefore, the issues in this report should be considered as priority concerns for the respondents rather than their only concerns. Under different circumstances, it is likely that they would have addressed some of the other issues covered in the focus groups. The advantage to be gained here, though, is that we can establish which items related to stress in the military for women were most important for the respondents.

I. Occupational and Family Stressors

Work hours/Unpredictable schedules

Work hours were clearly identified as a stressor by the respondents. Waking up at 4.30 a.m. was difficult for some women, as was working long hours. Long and unpredictable work hours (and volume of work) contributed to a lack of personal life, lack of friendships, and lack of relationships, to feeling tired and stressed, and to burdens on the family. Women felt negatively (guilty, sad, upset, mad) about having to leave their families (especially children) for long work days, and having to cancel/miss special events when work plans changed. In turn, some spouses and children resented the women's long hours and found the unpredictability difficult. For single mothers or those with unhelpful spouses, they had to work a "double shift", often putting in a 12-hour day at work and then coming home to household responsibilities. Locating daycare which could accommodate long or unpredictable work hours was difficult and costly. This was particularly burdensome for single mothers but a source of concern for many of the respondents.

More responsibility with a job brought longer work hours and a greater sense of "too much work, not enough time." Army and Reserve Senior Officers complained of stress related to: having too much work to complete with too little staff, time, and resources; "type A" work environments; deadlines; and unexpected work demands that forced changes in family plans. It is possible that because the women feel pressure to perform at 150% capacity, they take on even more work caused by others not doing their job completely.

Officers in the Reserves felt additional time pressures based on their part-time status. The work they needed to get done could not be done in the amount of time they had. They felt that this had an impact on both their Reserve work and on their civilian jobs. They sometimes had to take time from civilian jobs to do Reserve work, and some needed to come to the unit to work on non-duty times. These Reserve Officers struggled with not only balancing work and family, but also civilian and Reserve work. They had to juggle three balls instead of only two. Only one person felt that a cause of stress was having to go to her unit outside of her normally scheduled hours in order to do work which she deemed unnecessary.

After working long hours under pressured circumstances, many women found the transition to home to be a stressful one. It was difficult for them to decompress and relax with their families or by themselves.

Work environment

Apart from the problems working alongside men, which will be described in later sections, one of the most difficult aspects of the work environment was moving frequently. This was true for both Army and Reserve women. Many of the respondents were required to move every 2-3 years. Personally, this necessitated having to prove oneself on the job all over again (especially to male co-workers, supervisors, or supervisees), needing to meet new people, learning a new job from scratch, and becoming familiar with a new place. Children had to adjust to new schools and friends, and spouses to the new situation. Non-military spouses had a particularly difficult time with frequent moves. Some women ended up having to be physically separated from their spouses due to moving.

Another mention of stressors in the work environment was that one woman cited lack of sleep due to noise in the barracks, and this had a negative impact on her work. Finally, difficult field environments were noted including lack of facilities and training for maintaining good hygiene (young female soldiers going out in the field were not prepared to care for their personal hygiene).

Type of work

Very little was said regarding type of work, except that some people felt that they or other women were given work which was inappropriate for their skills. For example, women being asked to do clerical work when their expertise was in another area. It was also stated by some respondents that because they were not in combat roles, their promotion possibilities were much fewer. And for Reservists, unless they had significant active duty time, their assignments were also limited, especially in operations.

Organizational structure/staff changes

There was a consistent theme, especially among officers, that there were inadequate resources to accomplish the tasks at hand. Women Senior Officers in the Reserves felt this particularly acutely. Problems of not enough time, money, and practical resources were cited, as well as inadequate staffing and administrative support. Some attributed this to downsizing in the military. Downsizing also lent an air of tension to the work environment-- people were afraid that they would lose their jobs, there was increased competition, and more resentment of women in the military, especially in leadership positions. There was a feeling that too much time was spent in unproductive meetings and there was not enough time to do planning. The women were often given last minute tasking, forcing them to work in a crisis mode or be reactive in their jobs rather than pro-active. This led to a sense of never being able to keep up with the work or to accomplish anything. There were also concerns that the quality of young soldiers could be better, young soldiers were seen as needing to be less immature, lacking in computer literacy, and their job support was not technically competent. It was also stated that many civilian and military personnel had a poor work ethic. Some women experienced tension between civilian and military personnel and resented the requirement to follow orders from civilians who are not

knowledgeable about what it is like to be in the military.

Female officers stated that they often had credibility problems and were not taken seriously by supervisees, peers, supervisors, and senior management. Because of this, their efforts to lead were impaired. They felt their suggestions were not listened to (until a male colleague made people listen to the women), or were not passed on through the appropriate chain of command. Their input on decisions did not reach the right level or was ignored, and they were often left out of decision-making which directly affected them and the people they supervised. Some women felt that the whole organizational structure reflected a we-they, lose-win atmosphere fueled by a "combat arms mentality" which did not value teamwork.

There were some additional stresses related to organizational structure experienced by the Reserve Senior Officers. They felt that they:

- were not perceived as "real soldiers"
- were looked down on by active duty personnel
- had extra stresses from having to report to two or more supervisors (military and civilian)
- had to work with trying and conservative civilian support
- did not receive as much help from full-time administrative staff
- did not get the same long-term schooling with back pay benefits as active duty officers
- did not get assignments (and therefore promotions) that were as good as their male counterparts.

A few women recognized that their stress resulted from an inability or unwillingness to let go of things they cannot change, while others cited the ability to let go as a strength--the necessity to recognize the limitations of the organization and move on.

Working with others

Working with others was generally referred to in a negative light in the questionnaire responses, although some co-workers helped to alleviate stress as much as other co-workers caused it. Women experienced a lot of frustration with coworkers who were seen as not working as hard as they did and for whom they often must pick up slack. Respondents also alluded to co-workers who waited for them to fail, interfered in their work, and made doing their job more difficult for them. Only one woman referred to working with other women as problematic when she generally referred to "backstabbing by other women." One woman said, in a positive note, that she is forced to think before approaching co-workers so that she does not say anything in a hostile way that might cause discord. Women felt that there was a lot of "competition at your grade level; male counterparts tend to be very confrontational about jobs when it comes to a woman getting a job or advancement," and they resent when women get ahead. Men feel like they have lost opportunities for advancement when a woman is promoted, but they are not bothered as much if a man is promoted.

Working under supervisors

Many of the respondents felt that their supervisors were a substantial source of stress for them. Complaints ran from last-minute assignments to micro-managers (of which there were many complaints), unhelpful, controlling, or "badmouthing" bosses, overly demanding bosses with unreasonable expectations, bosses who do not listen to common sense, and difficulties of working under men who still wish women were not in the Army. A couple of women observed that men seem to be more comfortable being outspoken with their supervisors or more apt to complain about a situation.

Many women felt unsupported by the top leadership ("cannot expect to carry in bad news and not get hung with it") and felt that their rank and leadership skills were not respected or recognized--that they were talked down to or ignored. A common sentiment was stated by one woman in saying, "I do not feel that my ideas, concerns, and solutions are taken seriously by my senior supervisors. I must do much more extra work to reach the same endpoint than do the men in similar positions." There was much unhappiness by respondents with Army senior leadership, including discriminatory attitudes and behavior, the lack of specific direction or guidance given to female officers (just generalized complaints instead), and the lack of serious concern paid to women's complaints.

Two other sources of stress caused by supervisors included sexual harassment (making off-color remarks about sex and expecting women to laugh) and favoritism (one woman described a boss who not only showed favoritism to men, but also to one woman "who kisses up to him and agrees with everything he says."

Supervising others

A number of women mentioned that it was often difficult to supervise men who have clearly not accepted female service members or officers. One manifestation of this is that when some subordinates did not like the way they were disciplined, the subordinates broke the chain of command and complained to the women's superiors, who in turn did not support the women. As noted earlier, many women also felt that their power to supervise others was compromised by the lack of input they had into decision making. Their decisions and ideas were questioned even, as one respondent put it, "when you clearly quote regs, policies, and use common sense to approach a problem." One woman stated that she had developed an inner sense of what should be done, but that men do not trust that. Only a couple of women specifically said that they did not like supervising women because women tended to take things more personally and get hurt feelings more than male subordinates did.

Women's success

One of the two most commonly cited stressors among the responses (along with children and family) was that of needing to work 150% to be seen as 50% capable. This theme was universal across every rank and occupation. Women stated that this is a man's Army--a "good ole boy's club"--and that the soldier ideal is a white male combat warrior. No matter how hard they work or how capable they are, the women will never attain that ideal. Women felt they needed to work

extremely hard in order to be even minimally accepted, while men are automatically accepted. Women have to prove themselves first (and constantly), and they have to justify their roles as soldiers in a way that men never do. The women observed that it is automatically assumed that a man would do a better job than a woman regardless of the task, and men rarely if ever are seen as lazy or inadequate.

This atmosphere brings great pressure and stress with it. Some respondents described a feeling among women that their best was never enough, that they could never let up for one second, and that they were always proving themselves. They knew that if they did make a mistake, they suffered more for it than a man would. One officer summed up what she found to be most stressful about being a woman in the Army with, "Lack of acceptance--from blatant to subtle, the undercurrent of fear, resentment, and 'Ole Boys Club' mentality is ever present from both the senior leadership and the rank and file." Most of the respondents felt that these elements added up to a military environment that is unwelcoming and even hostile to women.

While the respondents felt great pressure to do a good job for themselves, they also felt that their performance reflected on all women in the military or women who might come along after them. Therefore, they were particularly burdened. In the words of one respondent, "As one of very few battalion commanders, I feel even more of a responsibility to be successful so that more women will be afforded command opportunities."

Success was often elusive. Many women felt that they did not get the better jobs, appropriate assignments, or promotions because they were women, "even though many women far exceed their male counterparts in performance." When women did succeed, men who are their subordinates, peers, or superiors were often resentful and suspicious. Doubt was cast on the women's achievements. Women were accused by the men they work with or command of:

- sleeping their way to the top or of using their gender in other ways instead of their skill and dedication ("Males always think that women have things easier because 'all you have to do is cry harassment and you get anything you want'");
- being aggressive or "bitches" if they were acting appropriately in leadership ways (vs. a male being a "good leader"), or if they were in disagreement with others; and
- being lesbians if they were not feminine enough.

This stereotyping of women as either promiscuous or lesbians was a common theme. One woman said that "after several drills, a Lt. Col. said that they were having a difficult time trying to decide where I fit in because I was very intelligent, and I wasn't a lesbian or no one had slept with me." Some women felt that they had to compromise their femininity in order to be taken seriously or succeed, but then they too were accused of being lesbians. One respondent said she noticed "The paradox that we are treated differently but expected to not act differently. We can't ever be feminine, but we're still not accepted as equals." The concerns about compromising femininity were stated by lower ranking enlisted soldiers, for the most part.

APPENDIX D: RESULTS SHORT QUESTIONNAIRE

One other item to mention related to success is that officer respondents noted the dearth of mentors for them (see "Harassment") and the dearth of field grade females with whom to network.

Harassment

Sexual harassment was mentioned in some way or another by the majority of the respondents, particularly in the section on things we had not asked about. Many jarring examples of sexual harassment were cited, and the issue is clearly a concern and a source of stress for these women. The women were stressed not only by the harassment itself, but also by the way that it was dealt with. Offenders were reported to often not be brought to task or punished, especially if they were close to retirement.

But a few women also described down sides to the present focus on sexual harassment in the military. Respondents noted that some men accuse women of using sexual harassment as a tool to get what they want. Another issue for some women was that fear of harassment charges can interfere with mentoring and with working relationships. One officer bemoaned the fact that "Senior males today would have to think twice about taking a young woman 'under their wing' to mentor--they could literally be putting their career at risk. This is a backlash to our clumsy attempts to deal with sexual harassment and one that is detrimental to women. It is also why I believe it is doubly important for women to mentor (both males and females) and to be role models." Another respondent observed that, "there has become such a fear within the military community...that both men and women have become so cautious dealing with each other, that it impacts the mission."

Weight and appearance

A number of women felt stressed by the height and weight standards, as well as by the PT test. They needed to prepare for the test and weigh-in long in advance. This might be related to, and exacerbated by, the fact that many women said they reacted to stress from their jobs by overeating. One woman said, "There's something wrong when the only females that do not need to be tape-tested are the ones with eating disorders." It was also noted that weight and physical standards need to be adjusted to allow for childbirth. Women cannot diet or exercise before they return to work after their six-week maternity leave. In terms of appearance, some women (as mentioned earlier) felt a tension between maintaining their femininity and being accepted as a soldier.

Pay/Benefits

Pay was mentioned only infrequently in the questionnaire responses, and mainly by more junior-level soldiers. Some women cited the high costs of daycare, even military daycare. The lower paid they were, the larger the percentage was of their pay that went to daycare. For one private who is a single mother, daycare costs consumed half of her pay. A few women mentioned fringe benefits as having been a motivator for joining the military and felt that their benefits were dwindling and their co-payments increasing. One sentiment expressed by Reservists was that active duty military have a support structure and infrastructure in place (notably medical and child care) that Reservists do not have.

Social aspects

The respondents, both Army and Reserve, were often too busy or tired, or their schedules too erratic to allow for much life outside of the military. Many women talked about their lack of personal life, even if they had a family. This was a big source of stress for them. Even if one did have any time, finding people to socialize with was difficult because of frequent moves and fraternization rules. Only one woman mentioned that her workplace organized social events, including her boss inviting everyone out to play golf. Regarding dating, one woman said that she could not find the time to meet men who were not in the military, but she was not interested in dating men within the military because military men were too macho for her. One Reservist felt that it was more difficult to form friendships with fellow soldiers if one did not work with them on a daily basis.

How women's stress is different from men's

There were both sources of stress as well as responses to stress that respondents felt differed between women and men. The myriad ways that sex discrimination manifested itself was a source of stress unique to women in the military. The sense of being unwelcome, of never being able to be good enough, of needing to make no mistakes, and of not getting recognized appropriately were all uniquely due to being women in the military. Furthermore, many women felt that female soldiers experienced family stresses that male soldiers did not--either because the latter had stay-at-home wives, were not the primary child care providers, or were not single parents.

Some women felt that responses to stress varied more by individual than by gender. But most of the women said that women's responses to stress seemed to differ from men's responses. One observation was that, in the work environment, women try to ignore more and just move on. Women tend to complain less than men about adverse work situations, instead isolating themselves more to avoid conflict. There was also a sense that women are more apt to internalize criticism and find it harder to compartmentalize their lives. This might lead them to feel the need to play "peacemaker" more. Some felt that men can ignore stressful parts of the job more than women but that women verbalize more in the personal realm--they are more apt to talk to friends and share their burdens, and to cry. Smoking and drinking were cited as coping mechanisms for both sexes.

Training routines/Deployment/Overseas assignments

Perhaps because the majority of respondents were Senior Officers, there was little mention of training routines. One woman stated that foxholes and confidence courses are built for the average male at 5'7". This gives men an advantage and makes it more difficult for women to compete.

Deployment was a source of stress for women and very difficult for families, as mentioned below in the "Children and Families" section. Finding adequate care for children, particularly if a

woman was a single mother or had a spouse who was also deployed, was a major concern. This is also the case for two weeks of annual training. One woman poignantly said, "I worry that being mobilized has caused permanent damage to my marriage. Distancing in my relationship with my husband, i.e., he feels that he has in some way failed me because I volunteered for this deployment for several reasons (career opportunity, mission, financial). The strain on my husband while he tried to keep his career and the family going without my support is another concern that I have. The time lost with my children can never be regained." For women in the Reserves, deployment means not only leaving children on short notice, but also leaving civilian jobs. Reservists are now expected to be activated as quickly as active duty personnel, regardless of job or family status. This means that one must have both supportive and flexible co-workers and supervisors in their civilian jobs.

Equipment and clothing

Finding uniforms and/or equipment that fits was cited specifically as a problem by a number of women. Uniforms are designed for thin teenagers, not mature women. Physical fitness uniforms are too short-waisted for most women, and the PT shorts are too short (one respondent said that it was uncomfortable to exercise indoors in close proximity to men because of the way that male soldiers watched the women). In addition, BDU jackets are not tapered for a woman's hips. As installations are closing, it is harder to get certain female issue items, like piping. There was some dissatisfaction with the new uniforms for women. They are a wool blend, which requires dry-cleaning, while the men's uniforms are made out of other types of fabric which are easier to care for. Women's shirts now have two different neck tabs which require coordinating, versus men's basic black ties. Maintaining femininity was difficult in "the 'new' uniforms" which make women look "too butch or like a man." On the other hand, one woman did not like high heels and skirts--an impractical uniform which she thought only highlights gender differences.

An officer pointed out that institutional discrimination vis-a-vis equipment has not changed in 23 years--there were still no cold weather boots, Gortex gloves, or flak jackets in her size at her base. She also stated that when a flak jacket is too long, a woman cannot raise her head to fire her weapon because the collar stands up behind her neck. Women need equipment in their sizes if they are to survive on the battlefield. Ill-fitting equipment made another woman feel that she had to struggle to keep up with her squad during physical training routines.

Children and family

Balancing family and military life was a very major stressor for the respondents. Besides normal concerns that women have in juggling careers and family, the respondents felt that military jobs in particular were not conducive to family life. As noted earlier, long and often unpredictable work hours negatively affected children, spouses, and family life. Women did not have time to spend with their families, felt sad and guilty that they missed children's or spouse's activities, and bemoaned the lack of flexibility to attend to daytime family needs (and, it is possible that because women feel so much pressure to prove themselves, they feel unable to ask for family time during the day). Some supervisors were viewed as more supportive than others vis-a-vis

family needs (especially if they had a good family life), but the general feeling from respondents was that supervisors felt women were supposed to ignore family responsibilities if they conflicted with their work. It was noted that most men had stay-at-home wives to attend to these needs and to care for the children. One woman noted, "Men have wives and aren't worried when they aren't home with kids." While many women talked about their spouses as being tremendous sources of help and support to them, some women felt pressured by their families to spend more time with them and felt that their spouses were unsupportive of their military career.

Single mothers felt very stressed by their long and unpredictable work hours and by job responsibilities because they did not have spouses with whom to share child care. Dual military career families experienced problems with long work hours, alternating shifts, and deployment. Women found it very difficult to be away from their families for extended periods of time, and to arrange care for their children when they were deployed, doing shift work, or on drill weekends. Again, this was exacerbated if women did not have spouses or had military spouses who were also deployed. Societal pressure also was a negative force for women being deployed. An observation was made that "Mom at work (and away)" is still not acceptable, even in military families or towns. Moving every two to three years was also a huge stress on families, especially on children and on non-military spouses.

Finding (and paying for) quality daycare was a concern for many respondents. Military daycare was not considered to be very good quality and is very costly for many soldiers. Daycare hours also do not conform to the long and often erratic hours of the respondents. It appears that single mothers do not receive any higher priority for on-post daycare.

On another note, some women had delayed childbearing or made a choice not to have children because of the demands of their career. High divorce rate was cited as a problem for women in the military, as well.

Pregnancy

Only a few women mentioned pregnancy as a stressful issue, but it is unknown how many of the respondents had ever been pregnant while in the military. One was treated badly by a female who worked with her, even though she reported that she worked at full capacity until the day she delivered her baby. Another woman who was nursing her daughter had her commander insist in her first month back that she attend a three-day field exercise. She could not do it because, since she had too little time to plan, she did not have enough breast milk stored for her child for the time she would be gone. In addition, weight and fitness requirements need to be modified to account for postpartum women. A couple of women felt that some women got pregnant in order to leave the military, get leave time, or get additional training that was otherwise inaccessible to them.

II. Mediating Factors

Given the amount of stress that most respondents reported from their military work, finding ways

to relax and leave work behind was important to them. Spending time with friends and family was a major source of stress relief, as was physical exercise (which does double duty by preparing women for the PT test). Many women cited talking as a specific activity which they found helpful--this could be with friends or with a spouse. Only one woman mentioned talking to other female soldiers and supervisor. Many respondents felt that co-workers were often people who helped to lower stress, along with family and friends. One woman appreciated friends who were in the military but not in her unit because they understood how the military works and what is expected. Supportive spouses and children who were proud of the women and who valued their work were very important. For Reservists, supportive civilian supervisors helped to mitigate some of the stress they felt from being conflicted between civilian and Reserve work.

The respondents in general emphasized the importance of having a spiritual foundation, and many spent time praying and doing church work. Meditation and yoga were two other spiritual pursuits mentioned. Some women just appreciated the opportunity to be alone and be quiet, while others liked to take a vacation. Because crying is clearly something to be avoided at work, a number of women took the time to have a good cry to unload some of their stress (they did not specify where they did this). Many women had hobbies which helped them to cope with stress, including reading, gardening, horseback riding, and knitting. Maintaining a sense of humor or a good attitude also helped to mediate the effects of stress.

III. Outcomes

Physical effects

There was a host of physical effects that women attributed to their job stress: weight gain, eating and sleep disorders, fatigue, headaches and stomachaches, substance abuse, and general bad health. Some women felt that women's health concerns generally were not addressed adequately in the military.

Emotional effects

Because of the stress incurred at work, many women found it difficult to unwind after work hours, and felt that they acted irritable and impatient with their families. Family life tended to suffer and many cited divorce as an outcome. Many respondents felt that they became negative and unpleasant people to be around because of the stress from work. Low self-esteem, depression, and increased hostility were also frequently cited effects.

Other

The majority of respondents talked about women leaving the military as a negative effect of stress. They felt that there was a huge loss of very qualified, hardworking women who did not want to continue working in such a stressful environment. Respondents also said that women did not end up competing for more challenging positions because of potential discrimination or family conflicts. This resulted in an even greater lack of female leadership. Productivity, job effectiveness, and morale were all seen as suffering. One woman noted, "Stress causes a lot of

APPENDIX D: RESULTS SHORT QUESTIONNAIRE

women to leave the service. Trying to juggle a career and family is hard enough without having to deal with discrimination and sexual harassment.”

On the positive side, women felt that the stress motivated some women to work even harder and excel at their jobs, as well as forced them to be more assertive. They were stronger as individuals and more bonded with each other. It seemed, however, that many women were reaching to identify something positive about the stress.

IV. Summary

Some highlights from the questionnaires are:

- General consensus that the military was a hostile environment to women and that women were held to a very different standard than men, and then not compensated adequately for their hard work and achievements.
- Long and unpredictable work hours were a burden on the respondents, spouses, and children. Family life suffered greatly from the demands of the military. Attending to family responsibilities was very difficult, and often there was no spouse, or an unwilling or unable spouse, to get children to appointments, take kids to school, etc.
- Obtaining affordable, quality child care which was flexible enough for the work hours required by the military was very challenging and a big concern to the respondents. Deployment, shift work, drill weekends, and annual training exacerbated and complicated this need.
- Sexual harassment was pervasive at all levels of the military and a major concern to the respondents.
- Nineteen of the respondents reported experiencing very high or high levels of stress in their present military life. Twenty-four reported moderate levels. Only nine reported slight stress and three reported no stress.

APPENDIX E: SURVEY QUESTIONNAIRE

1998 DEPARTMENT OF THE ARMY SURVEY OF STRESSORS AND THEIR IMPACTS ON WOMEN IN THE ARMY/ARMY RESERVES

INTRODUCTION

Who are we? We are from Research Triangle Institute (RTI), a not-for-profit research company under contract to the U.S. Army Medical Research and Materiel Command.

How were you selected? You were randomly selected by your commander to participate in this important survey based on your occupation, rank, and background.

Must you participate? Your participation in this survey is voluntary. We encourage you to answer all of the questions honestly, but you are not required to answer any question to which you object.

What are the questions about? Mainly about people, events, and activities that can be stressful, and potential health and other effects of stress. Additional questions ask about support from family, friends, and others.

Who will see your answers? Only civilian researchers from RTI. No military personnel will see your answers. Your answers will be combined with those from other military personnel to prepare a statistical report. This questionnaire will be anonymous if you DO NOT WRITE YOUR NAME OR SOCIAL SECURITY NUMBER ANYWHERE IN THIS BOOKLET.

INSTRUCTIONS FOR COMPLETING THE QUESTIONNAIRE

- Most questions provide a set of answers. The answer choices are different for different questions, so please read all the printed answers before marking your choice. If none of the printed answers exactly applies to you, mark an ☒ in the box for the one answer that best fits your situation.

Example:

Are you currently in the U.S. Army or Reserves?

☒ Yes

☐ No

- If you have any questions, please ask the proctor who distributed this questionnaire.

A. Your Background

A1. How old were you on your last birthday?

Years old

A2. How many years have you served (did you serve) on active duty in the Army?
(If you had a break in service, add together current time and time in previous tours.)

Number of years

☐ None

A3. How many years have you served in the Army Reserves?

Number of years

☐ None

A4. What is your current rank?

☐ ₁ E1 - E4

☐ ₄ WO1 - WO2

☐ ₆ O1 - O3

☐ ₂ E5 - E6

☐ ₅ WO3 - WO5

☐ ₇ O4 - O6

☐ ₃ E7 - E9

☐ ₈ O7 - O10

A5. What is your highest level of education now?

☐ ₁ Did not graduate from high school

☐ ₂ GED or ABE certificate

☐ ₃ High school graduate

☐ ₄ Trade or technical school graduate

☐ ₅ Some college but not a 4 year degree

☐ ₆ 4 year college degree (BA, BS, or equivalent)

☐ ₇ Graduate or professional study but no graduate degree

☐ ₈ Graduate or professional degree

A6. Are you of Hispanic or Latino origin or descent?

☐₁ Yes

☐₂ No

A7. Which of these categories best describes you? **(Mark all that apply.)**

☐₁ American Indian/Native American/Alaskan Native

☐₂ Native Hawaiian or Pacific Islander

☐₃ Black/African American

☐₄ Asian

☐₅ White/Caucasian

☐₆ Other **(Please write in below.)**

B. Your Military Experience

Please read the job categories shown on the following two pages to select one of the following categories that best describes your military job (Enlisted job categories are shown on page 4. Officer job categories are shown on page 5.)

B1. Please mark below the category that best describes your military job.

ENLISTED

- ☐ ₁ Infantry, Gun Crew, or Seamanship Specialist
- ☐ ₂ Electronic Equipment Repairman
- ☐ ₃ Communications or Intelligence Specialist
- ☐ ₄ Health Care Specialist
- ☐ ₅ Other Technical or Allied Specialist
- ☐ ₆ Functional Support and Administration
- ☐ ₇ Electrical/Mechanical Equipment Repairman
- ☐ ₈ Craftsman
- ☐ ₉ Service and Supply Handler
- ☐ ₁₀ Non-Occupational

OFFICER

- ☐ ₁ General Officer or Executive
- ☐ ₂ Tactical Operations Officer
- ☐ ₃ Intelligence Officer
- ☐ ₄ Engineering or Maintenance Officer
- ☐ ₅ Scientist or Professional (not involved with health care)
- ☐ ₆ Health Care Officer
- ☐ ₇ Administrator
- ☐ ₈ Supply, Procurement, or Allied Officer
- ☐ ₉ Non-Occupational

ENLISTED JOB CATEGORIES

(If you are an officer, please turn the page over to find examples of officer job categories.)

CATEGORIES	EXAMPLES
Infantry, Gun Crew, or Seamanship Specialist	Individual weapons specialists, crew-served artillery specialists, armor and amphibious crew, specialists in combat engineering and seamanship, air crew, and installation security personnel.
Electronic Equipment Repairman	Specialists in the maintenance and repair of electronic equipment, such as radio, radar, sonar, navigation, weapons, and computers.
Communications or Intelligence Specialist	Specialists in the operation and monitoring of radio, radar, sonar, and gathering and interpretation of intelligence.
Health Care Specialist	Specialists in patient care and treatment, medical support, and related medical and dental services.
Other Technical or Allied Specialist	Specialists in skills not classified elsewhere, such as photography, mapmaking, weather, ordnance disposal, laboratory analysis, and music.
Functional Support and Administration	General administrative, clerical, and professional specialists, including administrative specialists in data processing, functional support specialists (in areas such as supply, transportation, and flight operations), chaplains' assistants, and public affairs specialists.
Electrical/Mechanical Equipment Repairman	Specialists in the maintenance and repair of aircraft, automotive equipment, missile systems, marine engines and boilers, power-generating equipment, and other mechanical and electrical equipment.
Craftsman	Metalworkers, construction workers, plumbers, electricians, heating and cooling specialists, lithographers, and other trades.
Service and Supply Handler	Personnel in food service, operation of motor transport, shipping and receiving, law enforcement, laundry and dry cleaning.
Non-Occupational	Includes officer candidates, authorizations for personnel in a student status, or personnel serving in duties of a special or otherwise undesignated nature.

OFFICER JOB CATEGORIES

(If you are an enlisted, please turn the page over to find examples of enlisted job categories.)

CATEGORY	EXAMPLES
General Officer or Executive	Includes all officers of General/Flag rank; all Marine Corps full Colonels, and all directors, planners, or executives not classified elsewhere.
Tactical Operations Officer	Includes pilots and aircraft crews, such as navigators; infantry, artillery, armor, and close support officers; Naval ship commanders; missile systems officers and missile unit commanders; and combat and operations officers.
Intelligence Officer	Includes strategic, general, and communications intelligence officers, and counterintelligence officers.
Engineering or Maintenance Officer	Includes civil engineers and architects; electrical engineers; communications engineers and communications officers; aircraft maintenance officers and aeronautical engineers; weapons engineering and maintenance officers; missile maintenance officers; ground, aviation, and weapons safety officers; chemical engineers; and topographic engineers, and cartographic and aerial mapping officers.
Scientist or Professional (not involved with health care)	Includes chemists, biological scientists, physicists, geologists, meteorologists, social or behavioral scientists, lawyers, chaplains, mathematicians and statisticians, and military college faculty members.
Health Care Officer	Includes physicians, dentists, nurses, veterinarians, allied health officers, and health services administration officers.
Administrator	Includes general administrative officers, manpower and personnel managers, comptrollers and accounting officers, data processing officers, public and internal information officers, police, Inspector General and technical inspection positions, morale and welfare officers, and officers engaged in the planning, management, and operation of training programs.
Supply, Procurement, or Allied Officer	Includes officers in supply, procurement and production, transportation, food service, and related logistical activities.
Non-Occupational	Includes law students, medical students, flight students, other trainees, and billet designators.

B2. As of today, how many months have you been assigned to your present permanent installation or duty station?

- | | |
|---|---|
| <input type="checkbox"/> ₁ Less than 1 month | <input type="checkbox"/> ₄ 7 - 12 months |
| <input type="checkbox"/> ₂ 1 - 3 months | <input type="checkbox"/> ₅ 1 year - 1 year and 11 months |
| <input type="checkbox"/> ₃ 4 - 6 months | <input type="checkbox"/> ₆ 2 years or more |

B3. During the past 30 days, how many full 24-hour days were you deployed in the field?

Days (Answer should be between 0 and 30.)

B4. During the past 12 months, how many weeks or parts of weeks were you deployed in the field?

Weeks or parts of weeks (Answer should be between 0 and 52.)

B5. Have you ever been deployed or stationed overseas?

- ☐ ₁ Yes
- ☐ ₂ No → **GO TO QUESTION B13 ON PAGE 8**

B6. What is the longest you have been deployed or stationed overseas?

- | | |
|---|---|
| <input type="checkbox"/> ₁ Less than 1 month | <input type="checkbox"/> ₄ 7 - 12 months |
| <input type="checkbox"/> ₂ 1 - 3 months | <input type="checkbox"/> ₅ 1 year - 1 year and 11 months |
| <input type="checkbox"/> ₃ 4 - 6 months | <input type="checkbox"/> ₆ 2 years or more |

B7. How much of a problem was it for you to get someone to take care of your child/children under age 18 while you were overseas?

- ☐ ₁ No or little problem
- ☐ ₂ A moderate problem
- ☐ ₃ Very much of a problem
- ☐ ₄ Had no children under 18 at the time → **GO TO QUESTION B10**
- ☐ ₅ Took child/children with me → **GO TO QUESTION B10**

B8. When was it that you had to make arrangements for child care while you were deployed or stationed overseas?

- ☐ ₁ Within the past 5 years
- ☐ ₂ More than 5 years ago

B9. How much practical help did your superior officers give you in dealing with your need for child care when you were deployed or stationed overseas?

- ☐ ₁ A lot
- ☐ ₂ Somewhat
- ☐ ₃ Very little
- ☐ ₄ None

B10. Have you ever been either deployed or stationed in a war zone or an area of hostile action such as a peace-keeping action?

- ☐ ₁ Yes
- ☐ ₂ No → **GO TO QUESTION B12 ON PAGE 8**

B11. Were you deployed/relocated to serve in the following locations during the time periods indicated? **(Mark all that apply.)**

- ☐₁ Vietnam (March 1962 - January 1973)
- ☐₂ Grenada (October 1983 - November 1983)
- ☐₃ Panama (December 1989 - January 1990)
- ☐₄ Southwest Asia (August 1990 - April 1991)
- ☐₅ Somalia (December 1992 - March 1994)
- ☐₆ Macedonia (July 1993 - November 1997)
- ☐₇ Haiti (September 1994 - November 1997)
- ☐₈ Bosnia (December 1995 - present)
- ☐₉ Other war zone or hostile action zone **(Please write in location and dates below.)**

A. _____

B. _____

C. _____

B12. Have you ever been deployed or stationed in any other location where you were in serious physical danger of being shot or otherwise attacked by individuals in the local population?

☐₁ Yes

☐₂ No

Now we'd like to learn generally about your morale and the morale of your unit.

B13. How would you rate your current level of morale?

☐₁ Very high

☐₄ Low

☐₂ High

☐₅ Very low

☐₃ Moderate

B14. How would you rate the current level of morale in your unit?

☐₁ Very high

☐₄ Low

☐₂ High

☐₅ Very low

☐₃ Moderate

B15. How would you rate the current level of morale among women in your unit?

☐₁ Very high

☐₄ Low

☐₂ High

☐₅ Very low

☐₃ Moderate

C. Support and Stress in Your Job

Below is a list of things that might describe a person's job. Mark an ☒ in one box on each line for whether the item is very true, somewhat true, not very true, or not at all true of your current Army job.

	Very true ▼	Some- what true ▼	Not very true ▼	Not at all true ▼	Don't know ▼				
C1. I am free from conflicting demands on my job ..	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C2. I have a lot of say over what happens on my job .	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C3. My job requires me to work at a fast pace	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C4. My job requires me to work very hard	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C5. My job allows me freedom to decide how I do my own work	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C6. On my job I make a lot of decisions on my own .	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C7. On my job I get to take part in making decisions that affect me	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C8. I am asked to do excessive amounts of work	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C9. I have enough time to get the job done	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C10. My duty day is often longer than 8½ hours	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C11. I change shifts relatively often	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C12. I often have to take an extra shift for someone else who is absent in addition to my regular shift	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C13. Equipment that I use is designed for men and is very difficult and/or dangerous for a woman to operate	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C14. The equipment we use is inadequate, works poorly, or there is a shortage of equipment	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C15. Fumes, noise, and/or other unpleasant environ- mental factors make the location where I work very physically stressful	<input type="checkbox"/> 1	...	<input type="checkbox"/> 2	..	<input type="checkbox"/> 3	..	<input type="checkbox"/> 4	...	<input type="checkbox"/> 5
C16. There are some aspects of my job that are									

- ☐ ₁ Male
- ☐ ₂ Female
- ☐ ₃ Multiple supervisors/men & women
- ☐ ₄ I have no supervisor → **GO TO QUESTION C30 ON PAGE 13**
- ☐ ₅ Don't know

Below are some more statements about the people you work with at your military job.

Please mark an ☒ in one box on each line for how true each statement is for the place that you work.

	Very true ▼	Some- what true ▼	Not very true ▼	Not at all true ▼	Don't know ▼
C20. Supervisors are very concerned about the welfare of those who work under them ..	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅
C21. Supervisors encourage soldiers to work as a team	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅
C22. Job decisions are applied consistently across all affected soldiers	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅
C23. At the place I work we have too little supervision	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅
C24. Supervisors are good at their job	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅
C25. Supervisors makes negative remarks about women's performance and abilities	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅
C26. Supervisors often make unreasonable or unrealistic demands of soldiers	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅
C27. Does the supervisor you work with most often give substantially more <u>opportunities</u> to men or to women?					

- ☐₁ More opportunities to men
- ☐₂ More opportunities to women
- ☐₃ Treated the same
- ☐₄ Don't know

C28. Does the supervisor you work with most often give substantially more rewards to men or women?

- ☐ ₁ To men
- ☐ ₂ To women
- ☐ ₃ Treated the same
- ☐ ₄ Don't know

C29. Does your supervisor give substantially more criticism to men or to women?

- ☐ ₁ To men
- ☐ ₂ To women
- ☐ ₃ Treated the same
- ☐ ₄ Don't know

Now let's turn to something a little different.

C30. Do you have formal supervisory responsibilities over other soldiers or civilian employees?

- ☐ ₁ Yes
- ☐ ₂ No → GO TO QUESTION C33 ON PAGE 14

C31. About how many people do you directly supervise? (If unsure, give your best guess.)

- ☐ ₁ 1 person
- ☐ ₂ 2 people
- ☐ ₃ 3 - 4 people
- ☐ ₄ 5 - 9 people
- ☐ ₅ 10 - 25 people
- ☐ ₆ 26 - 99 people
- ☐ ₇ 100 or more people

C32. How easy or difficult is it to get the following types of personnel that you supervise to carry out your orders in a satisfactory way? (Mark an ☒ in one box on each line.)

	Very easy	Some- what easy	Neither easy nor diffi- cult	Some- what difficult	Very difficult	Don't supervise these personnel
	▼	▼	▼	▼	▼	▼
a Relatively new soldiers ...	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ...	<input type="checkbox"/> ₅ ...	<input type="checkbox"/> ₆
b Long-term soldiers	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ...	<input type="checkbox"/> ₅ ...	<input type="checkbox"/> ₆
c Female soldiers	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ...	<input type="checkbox"/> ₅ ...	<input type="checkbox"/> ₆
d Male soldiers	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ...	<input type="checkbox"/> ₅ ...	<input type="checkbox"/> ₆
e Civilians	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ...	<input type="checkbox"/> ₅ ...	<input type="checkbox"/> ₆
f Deployed male soldiers ...	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ...	<input type="checkbox"/> ₅ ...	<input type="checkbox"/> ₆
g Deployed female soldiers ..	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ...	<input type="checkbox"/> ₅ ...	<input type="checkbox"/> ₆
h Officers	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂ ...	<input type="checkbox"/> ₃ ...	<input type="checkbox"/> ₄ ...	<input type="checkbox"/> ₅ ...	<input type="checkbox"/> ₆

C33. Not counting supervisors or people you may supervise, is there a group of people that you think of as your co-workers? That is, personnel with whom you work closely on your Army job?

- ☐₁ Yes
- ☐₂ No

C34. About how many co-workers would you say are in this group? (If unsure, give your best guess. Mark one box only.)

- ☐ ₁ 1 co-worker → GO TO QUESTION C36 ON PAGE 16
- ☐ ₂ 2 co-workers
- ☐ ₃ 3 - 4 co-workers
- ☐ ₄ 5 - 9 co-workers
- ☐ ₅ 10 - 25 co-workers
- ☐ ₆ 26 - 99 co-workers
- ☐ ₇ 100 or more co-workers

C35. In your workgroup are most of the personnel women, men, or are there about an equal number of men and women?

- | | |
|--|--|
| <input type="checkbox"/> ₁ Most/all are women | <input type="checkbox"/> ₃ About the same |
| <input type="checkbox"/> ₂ Most/all are men | <input type="checkbox"/> ₄ Don't know |

The next questions are about your co-workers. In answering these questions, please think only about your co-workers. Do not include your supervisors or any soldiers or civilians you may supervise. For each of these statements, please mark an ☒ in the box for whether the statement is very true, somewhat true, not very true, or not at all true of your co-workers.

	Very true ▼	Some- what true ▼	Not very true ▼	Not at all true ▼	Don't know ▼
C36. In general, your co-workers are motivated to do a good job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C37. In general, your co-workers are not doing their share of the work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C38. There is at least one co-worker with whom you have serious conflicts	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C39. At least some of your co-workers are friendly to you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C40. At least some of your co-workers are willing and able to give you useful advice on how to solve your job-related problems	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C41. At least some of your co-workers take a personal interest in you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C42. You can rely on at least some of your co-workers when things get tough at work ...	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C43. At least some of your co-workers are helpful to you in getting your job done	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C44. You feel appreciated by at least some of your co-workers	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C45. At least some of your co-workers are willing to provide help with your personal problems	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C46. Are any of your co-workers civilian personnel?					
<input type="checkbox"/> 1 Yes					
<input type="checkbox"/> 2 No → GO TO QUESTION C51 ON PAGE 17					

Thinking now of only your civilian co-workers, mark an ☒ in the box for whether the statement is very true, somewhat true, not very true, or not at all true of your co-workers.

	Very true ▼	Some- what true ▼	Not very true ▼	Not at all true ▼	Don't know ▼
C47. In general, your civilian co-workers are motivated to do a good job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C48. In general, your civilian co-workers are not doing their share of the work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C49. There is at least one civilian co-worker with whom you have serious conflict	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C50. At least some of your civilian co-workers are friendly to you	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
C51. In your job, how does the amount of assistance and support you receive from your female co-workers compare with that you receive from your male co-workers?					
<input type="checkbox"/> 1	Females give much more assistance and support				
<input type="checkbox"/> 2	Females give somewhat more assistance and support				
<input type="checkbox"/> 3	Females and males give about the same amount of assistance and support				
<input type="checkbox"/> 4	Males give somewhat more assistance and support				
<input type="checkbox"/> 5	Males give much more assistance and support				
<input type="checkbox"/> 6	Only have male co-workers/Only male co-workers in a position to assist				
<input type="checkbox"/> 7	Only have female co-workers/Only female co-workers in a position to assist				

D. Other Stressors

In this section we will ask you about many different kinds of experiences that can be stressful.

Stressful Life Events

We are going to ask you about a number of different types of stressors that happen to people. We will start with events that happen relatively infrequently in a person's lifetime, such as divorce or the loss of a loved one. Some of these events can be positive but nonetheless stressful, like having a baby. For each of these statements, please mark an ☒ in the yes or no box.

D1. During the past 12 months, did each of the following happen to you?

	Yes ▼	No ▼
a You got engaged	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
b You got married	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
c You moved into a different home or apartment	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
d You and your lover moved in together	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
e You had a baby	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
f You adopted a child	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
g Someone else moved into your household	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
h A loved one died	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
i A member of your household or family became seriously ill	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
j You got a divorce or had an important relationship end	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
k You separated for a few weeks or longer from your spouse, lover, or partner	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
l Someone (else) moved out of your household	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
m Your financial situation got substantially worse	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
n You had a major job change	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
o You moved to a different installation	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2
p Your husband, lover, or partner had an affair with someone else	<input type="checkbox"/> 1 ...	<input type="checkbox"/> 2

q	A child of yours got into serious trouble	<input type="checkbox"/> ₁ ... <input type="checkbox"/> ₂				
		<table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td style="text-align: center;">Yes</td> <td style="text-align: center;">No</td> </tr> <tr> <td style="text-align: center;">▼</td> <td style="text-align: center;">▼</td> </tr> </table>	Yes	No	▼	▼
Yes	No					
▼	▼					
r	You were deployed/stationed overseas	<input type="checkbox"/> ₁ ... <input type="checkbox"/> ₂				
s	You had a serious problem with a close friend or neighbor	<input type="checkbox"/> ₁ ... <input type="checkbox"/> ₂				
t	You had serious legal problems	<input type="checkbox"/> ₁ ... <input type="checkbox"/> ₂				
u	Something that was very valuable to you was stolen	<input type="checkbox"/> ₁ ... <input type="checkbox"/> ₂				
v	You were promoted	<input type="checkbox"/> ₁ ... <input type="checkbox"/> ₂				
w	You were stationed away from your spouse or your children under age 18 for a few weeks or longer	<input type="checkbox"/> ₁ ... <input type="checkbox"/> ₂				

D2. Which of the events in items D1a-D1w was the most stressful? (**Place the letter of the most stressful event in the first box below.**)

₁ Letter of item that was most stressful

☐₂ No events were stressful

☐₃ Don't know

D3. In the past 12 months have you received any kind of public assistance such as food stamps or welfare?

☐₁ Yes

☐₂ No

- D4. During the past 12 months, did you have enough money each month to cover each of the following? Please mark an ☒ in the box of the response which best describes your situation.

	No ▼	Some- times ▼	Yes ▼	No young child ▼
a Food	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	
b Clothing	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	
c Housing	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	
d Transportation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	
e Fun—like seeing a movie or eating in a restaurant	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	
f Child care	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

Daily Hassles

D5. Below is a list of daily hassles many of us face. Please mark an ☒ in the yes or no box for those items which recently have been causing significant problems for you or causing you substantial worry.

		Yes ▼	No ▼
a	Poor health of a family member	<input type="checkbox"/> 1	<input type="checkbox"/> 2
b	Not enough money	<input type="checkbox"/> 1	<input type="checkbox"/> 2
c	Debts	<input type="checkbox"/> 1	<input type="checkbox"/> 2
d	Too many responsibilities	<input type="checkbox"/> 1	<input type="checkbox"/> 2
e	Problems getting pregnant	<input type="checkbox"/> 1	<input type="checkbox"/> 2
f	Non-family members living with you	<input type="checkbox"/> 1	<input type="checkbox"/> 2
g	Trouble relaxing	<input type="checkbox"/> 1	<input type="checkbox"/> 2
h	Being lonely	<input type="checkbox"/> 1	<input type="checkbox"/> 2
i	Concerns about your own health	<input type="checkbox"/> 1	<input type="checkbox"/> 2
j	Sexual problems	<input type="checkbox"/> 1	<input type="checkbox"/> 2
k	Problems with child care	<input type="checkbox"/> 1	<input type="checkbox"/> 2
l	Problems with divorce or separation	<input type="checkbox"/> 1	<input type="checkbox"/> 2
m	Problems in your relationship with your lover/spouse/partner	<input type="checkbox"/> 1	<input type="checkbox"/> 2
n	Not having enough friends	<input type="checkbox"/> 1	<input type="checkbox"/> 2
o	Not being able to visit with people enough	<input type="checkbox"/> 1	<input type="checkbox"/> 2
p	Too much to do around the house	<input type="checkbox"/> 1	<input type="checkbox"/> 2
q	Not enough time for family	<input type="checkbox"/> 1	<input type="checkbox"/> 2
r	Problems with children's behavior	<input type="checkbox"/> 1	<input type="checkbox"/> 2
s	Financing children's education	<input type="checkbox"/> 1	<input type="checkbox"/> 2
t	Not getting enough rest or sleep	<input type="checkbox"/> 1	<input type="checkbox"/> 2
u	Problems with aging parents	<input type="checkbox"/> 1	<input type="checkbox"/> 2
v	Don't like work duties	<input type="checkbox"/> 1	<input type="checkbox"/> 2

^w Unchallenging work ☐₁ ☐₂

		Yes ▼	No ▼
x	Hassles from boss or supervisor	<input type="checkbox"/> 1	<input type="checkbox"/> 2
y	Problems getting along with co-workers	<input type="checkbox"/> 1	<input type="checkbox"/> 2
z	Job too demanding	<input type="checkbox"/> 1	<input type="checkbox"/> 2
aa	Problems on the job due to being a woman	<input type="checkbox"/> 1	<input type="checkbox"/> 2
bb	Other job dissatisfactions	<input type="checkbox"/> 1	<input type="checkbox"/> 2
cc	Worries about Army downsizing	<input type="checkbox"/> 1	<input type="checkbox"/> 2
dd	Legal problems	<input type="checkbox"/> 1	<input type="checkbox"/> 2
ee	Not enough energy	<input type="checkbox"/> 1	<input type="checkbox"/> 2
ff	Menstrual problems	<input type="checkbox"/> 1	<input type="checkbox"/> 2
gg	Sleep problems	<input type="checkbox"/> 1	<input type="checkbox"/> 2
hh	Prejudice or discrimination	<input type="checkbox"/> 1	<input type="checkbox"/> 2
ii	Your weight	<input type="checkbox"/> 1	<input type="checkbox"/> 2
jj	Crime	<input type="checkbox"/> 1	<input type="checkbox"/> 2
kk	Home maintenance	<input type="checkbox"/> 1	<input type="checkbox"/> 2
ll	Property, investment or taxes	<input type="checkbox"/> 1	<input type="checkbox"/> 2
mm	Poor quality or unsafe housing	<input type="checkbox"/> 1	<input type="checkbox"/> 2
nn	Problems with depression, anxiety, or your mental health	<input type="checkbox"/> 1	<input type="checkbox"/> 2
oo	Physical demands of training or military job	<input type="checkbox"/> 1	<input type="checkbox"/> 2
pp	The daily commute to where you perform your Army duties	<input type="checkbox"/> 1	<input type="checkbox"/> 2
qq	Any other daily worry or hassle? (Please write in below.)	<input type="checkbox"/> 1	<input type="checkbox"/> 2

D6. Which of these are the three most troublesome hassles in your life? **(Record letters of the three items in the boxes below.)**

Letter(s) of item that was most stressful

Letter(s) of item that was most stressful

Letter(s) of item that was most stressful

☐ There are no troublesome hassles in my life → **GO TO QUESTION D8**

D7. Altogether, how much do the various hassles that you have trouble or bother you?

☐₁ A little ☐₃ A lot

☐₂ A moderate amount ☐₄ An extreme amount

D8. Have you been pregnant at any time in the past 5 years?

☐₁ Yes

☐₂ No → **GO TO QUESTION D11 ON PAGE 25**

D9. Were you either in the active duty Army or Reserves at that time?

☐₁ Yes

☐₂ No → **GO TO QUESTION D11 ON PAGE 25**

D10. How much of a problem were the following situations? Please mark an ☒ in the box of the response which best describes your situation.

	No or little problem	Moderate problem	Very much of a problem	Still pregnant
	▼	▼	▼	▼
a Having to carry out strenuous duties late in your pregnancy	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	
b Negative attitudes of supervisors or co-workers toward your being pregnant	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	
c After giving birth, having to return to strenuous duties before you were physically able to do so	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
d Taking time off to care for a sick child	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
e Finding good, affordable child care during your duty hours	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

Gender-Related Experiences

In this section you will be asked about experiences you have had in the past 12 months that were related to your being a woman, including unwanted sex-related attention.

- D11. Unwanted sex-related attention is sex/gender-related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving...

- military personnel
- on or off duty
- on or off base/post

and/or

- civilian employees and contractors employed in your workplace where one or more of these individuals (of either gender):

Please mark an ☒ in the box.

	Very often ▼	Often ▼	Some- times ▼	Once or twice ▼	Never ▼
a Repeatedly told sexual stories or jokes that were offensive to you?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b Whistled, called, or hooted at you in a sexual way?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d Made crude and offensive sexual remarks, either publicly (for example, in your workplace) or to you privately?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e Treated you "differently" because of your sex (for example, mistreated, slighted, or ignored you)?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f Made offensive remarks about your appearance, body, or sexual activities?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g Continued to ask you for dates, drinks, dinner, etc, even though you said no and made it clear you weren't interested?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h Made you feel like the person was trying to bribe you with some sort of reward or special treatment (such as faster promotions or better treatment) to engage in sexual behavior?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

	Very often ▼	Often ▼	Some- times ▼	Once or twice ▼	Never ▼
i Made you feel threatened or that the person would get even with you or treat you poorly if you didn't cooperate sexually (for example, by mentioning an upcoming review)?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
j Made unwanted attempts to stroke, fondle, or kiss you? .	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
k Other sex-related behavior not listed above? (Unless you mark "never," please write in below.)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

D12. Do you consider any of the behaviors (a-k) which you marked as happening to you in Question D11 to have been sexual harassment?

- ☐₁ None were sexual harassment
- ☐₂ Some were sexual harassment; some were not sexual harassment
- ☐₃ All were sexual harassment
- ☐₄ Doesn't apply—I marked "never" to every item in Question D11 → **GO TO QUESTION D23 ON PAGE 29**

D13. Did these situations occur at work (the place where you perform your military duties) or some other place?

- ☐₁ All of it occurred at work → **GO TO QUESTION D15 ON PAGE 27**
- ☐₂ Most of it occurred at work; some at other places
- ☐₃ Some of it occurred at work; most at other places
- ☐₄ None of it occurred at work; all at other places

D14. Where else did these incidents occur? (Mark all that apply.)

- ☐ ₁ Barracks
- ☐ ₂ Bachelor Officer Quarters (BOQs)
- ☐ ₃ Bachelor NCO Quarters (BNCOQs)
- ☐ ₄ Other places on-post
- ☐ ₅ Other places off-post

D15. Did these situations occur during duty hours or while you were off-duty?

- ☐ ₁ All of it occurred during duty hours
- ☐ ₂ Most of it occurred during duty hours; some off-duty
- ☐ ₃ Some of it occurred during duty hours; most off-duty
- ☐ ₄ None of it occurred during duty hours; all off-duty

D16. Who was that person(s)? (Mark all that apply.)

- | | |
|--|--|
| <input type="checkbox"/> ₁ Your immediate military supervisor | <input type="checkbox"/> ₈ Your immediate civilian supervisor |
| <input type="checkbox"/> ₂ Your unit commander | <input type="checkbox"/> ₉ Your civilian co-worker(s) |
| <input type="checkbox"/> ₃ Other military personnel of higher rank/grade than you | <input type="checkbox"/> ₁₀ Your civilian subordinate(s) |
| <input type="checkbox"/> ₄ Your military co-worker(s) | <input type="checkbox"/> ₁₁ Your civilian training instructor |
| <input type="checkbox"/> ₅ Your military subordinate(s) | <input type="checkbox"/> ₁₂ Other civilian person(s) |
| <input type="checkbox"/> ₆ Your military training instructor | <input type="checkbox"/> ₁₃ Other or unknown person(s) |
| <input type="checkbox"/> ₇ Other military person(s) | |

D17. Taken altogether, how upsetting was this or were these incidents to you?

- | | |
|--|--|
| <input type="checkbox"/> ₁ Very upsetting | <input type="checkbox"/> ₃ Not very upsetting |
| <input type="checkbox"/> ₂ Somewhat upsetting | <input type="checkbox"/> ₄ Not upsetting |

D18. Did you report this or any of these incidents?

☐ ₁ Yes

☐ ₂ No → **GO TO QUESTION D23 ON PAGE 29**

D19. Did you report the situation/incident that had the greatest negative effect on you?

☐ ₁ Yes

☐ ₂ No → **GO TO QUESTION D23 ON PAGE 29**

☐ ₃ There was only one situation/incident which I reported

☐ ₄ There was only one situation/incident which I did not report → **GO TO QUESTION D23 ON PAGE 29**

D20. Taken altogether, how satisfied were you with the actions taken as a result of your report(s) or complaint(s)? (“Somewhat satisfied” or “not very satisfied” could include satisfaction with one complaint but dissatisfaction with another complaint.)

☐ ₁ Very satisfied

☐ ₃ Not very satisfied

☐ ₂ Somewhat satisfied

☐ ₄ Very dissatisfied

D21. Were there any negative consequences for you of having reported or complained (for example, being forced to transfer to another installation)?

☐ ₁ Yes

☐ ₂ No → **GO TO QUESTION D23 ON PAGE 29**

D22. How serious were any negative consequences for you of having reported or complained?

☐ ₁ No negative consequences

☐ ₂ Minimal negative consequences

☐ ₃ Moderate negative consequences

☐ ₄ Serious negative consequences

D23. Some gender-related harassment is not sexual in nature. For example, an officer can make life hard on soldiers or lower ranking officers by giving them more unpleasant, strenuous, demanding, or demeaning duties than the officer gives others. **IN THE PAST YEAR**, how often do you believe you were given unusually unpleasant, difficult, or demeaning duties just because you were a woman (or because of any restrictions you might have as a woman, such as being pregnant)?

- ☐ ₁ Never happened in the past year
- ☐ ₂ Rarely happened in the past year
- ☐ ₃ Sometimes happened in the past year
- ☐ ₄ Often happened in the past year
- ☐ ₅ Very often happened in the past year

D24. Do you feel you have ever been discriminated against in the **Army or Reserves**, in any other way because you were a woman, for example, not getting a promotion you thought you were entitled to because you were a woman?

- ☐ ₁ Yes
- ☐ ₂ No → **GO TO QUESTION D26 ON PAGE 30**

D25. How seriously has the impact of such discrimination been on you—personally and professionally?

- | | |
|--|---|
| <input type="checkbox"/> ₁ Not at all serious | <input type="checkbox"/> ₃ Very serious |
| <input type="checkbox"/> ₂ Somewhat serious | <input type="checkbox"/> ₄ Extremely serious |

Racial/Ethnic Discrimination

Please complete the following section if you are a minority, including being Black/African American or Spanish/Hispanic. If you are White/Caucasian and you are not Spanish/Hispanic, go to Question D31 on page 31.

D26. Do you believe that being a minority member has hindered or hurt your career and opportunities in the Army?

- ☐ ₁ Yes
☐ ₂ No → GO TO QUESTION D28

D27. How much do you think being a minority member has hindered your career and opportunities in the Army?

- ☐ ₁ A little bit
☐ ₂ Somewhat
☐ ₃ Very much

D28. Do you believe that being a minority member has helped your career and opportunities in the Army?

- ☐ ₁ Yes
☐ ₂ No → GO TO QUESTION D30

D29. How much do you think being a minority member has helped your career and opportunities in the Army?

- ☐ ₁ A little bit
☐ ₂ Somewhat
☐ ₃ Very much

D30. As a minority member, how would you say your ability to advance compares with civilian life?

- ☐ ₁ Better able to advance in the Army
☐ ₂ About the same

☐ ₃ Better able to advance in civilian life

Traumatic Life Events

The final set of stressful events we will ask you about are known as traumatic events. They are the most unusual and often the most stressful events such as being sexually or physically assaulted or being in a serious accident. Have any of the following events ever happened to you? For each of these statements below, please mark an ☒ in the yes or no box.

- | | |
|----------|---------|
| Yes
▼ | No
▼ |
|----------|---------|
- D31. Has a man or boy ever made you have sex by using force or threatening to harm you or someone close to you? Just so there is no mistake, by sex we mean putting a penis (a man's sexual part) into your vagina (a woman's sexual part)? ☐₁ ... ☐₂
- D32. Has anyone ever made you have oral sex by force or threat of harm? Just so there is no mistake, by oral sex we mean that a man or boy put his penis in your mouth or someone put their mouth or tongue into your vagina or another woman forced you to put your mouth on her vagina? ☐₁ ... ☐₂
- D33. Has anyone ever made you have anal sex by force or threat of harm? Just so there is no mistake, by anal sex we mean a man or boy put his penis into your anus (your rectum or "butt") ☐₁ ... ☐₂
- D34. Has anyone ever put fingers or objects into your vagina or anus against your will by using force or threats? ☐₁ ... ☐₂

IF QUESTION D31-D34 ARE ALL NO, GO TO QUESTION D38.

- D35. Did any of these things happen to you in the past 12 months? ☐₁ ... ☐₂
- D36. How about since you entered the Army? ☐₁ ... ☐₂
- D37. Did any of these things happen to you before you were 16? ☐₁ ... ☐₂
- D38. Have there been any (other) situations when someone attempted to have vaginal, oral, or anal sex with you or tried to put objects inside your vagina or anus by force or threats but did not succeed? ☐₁ ... ☐₂

IF QUESTION D38 IS NO, GO TO QUESTION D42 ON PAGE 32.

- D39. Did anything like this happen in the past 12 months? ☐₁ ... ☐₂
- D40. How about since you entered the Army? ☐₁ ... ☐₂

- | | |
|----------|---------|
| Yes
▼ | No
▼ |
|----------|---------|
- D41. Did anything like this happen before you were 16? ☐₁ ... ☐₂
- D42. Has anyone ever had any other type of forced sexual contact with you, for example, their touching your sexual parts or your being forced to touch their sexual parts, by force or threats? ☐₁ ... ☐₂

IF QUESTION D42 IS NO, GO TO QUESTION D46.

- D43. Did anything like this happen in the past 12 months? ☐₁ ... ☐₂
- D44. How about since you entered the Army? ☐₁ ... ☐₂
- D45. Did anything like this happen before you were 16? ☐₁ ... ☐₂
- D46. Not counting sexual assaults you already checked above, has anyone (including family members) ever attacked you with a gun, knife, or some other weapon? ☐₁ ... ☐₂
- D47. Not counting any sexual or physical assaults you already checked above, has anyone ever attacked you without a weapon but with such force that they did, or could have, seriously injured you or could have even killed you? Examples would include someone beating you with their fist or throwing you against a wall. ☐₁ ... ☐₂
- D48. Not counting any sexual or physical assaults you already checked above, has anyone intentionally hurt or injured you so badly that you had to see a doctor or you should have gotten medical care but didn't, for example, your bone was broken, you were knocked unconscious, or you were cut so badly it didn't stop bleeding for hours? ☐₁ ... ☐₂

IF QUESTIONS D46-D48 ARE ALL NO, GO TO QUESTION D52.

- D49. Did any serious physical assault or threat like the ones you checked above happen to you in the past 12 months? ☐₁ ... ☐₂
- D50. Did any such incident happen since you entered the Army? ☐₁ ... ☐₂
- D51. Did any such incident happen before you were 16? ☐₁ ... ☐₂

D52. Did any boyfriend, husband, ex-husband, or lover ever slap, hit, punch, or otherwise physically hurt you on repeated occasions over a period of weeks, months, or years, even if the injuries were not serious? ☐₁ ... ☐₂

IF QUESTION D52 IS NO, GO TO QUESTION D54.

Yes	No
▼	▼

D53. Did anything like this happen in the past 12 months? ☐₁ ... ☐₂

	Column 1 "Ever"		Column 2 "If Yes"	
	Yes ▼	No ▼	Past 12 mos. ▼	More than 12 mos. ▼
D54. Have you ever been in a combat zone or a police action situation in which you were afraid you might be killed or seriously injured by the enemy?	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂
D55. Have you ever been in a serious accident at work, in a car, or somewhere else?	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂
D56. Have you ever been in a natural disaster, such as a tornado, hurricane, or earthquake?	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂
D57. Have you ever been in any other situation in which you were afraid you might be killed or seriously injured (other than those we already asked about)?	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂
D58. Have you ever been in a situation where you had to care for, handle, or spend a lot of time around dead, mutilated, or seriously wounded individuals (e.g., nursing badly injured soldiers)?	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂
D59. Did you ever have a loved one killed in a crime or accident or natural disaster?	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂
D60. Did you ever see someone seriously injured, mutilated, or violently killed?	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂	<input type="checkbox"/> ₁ ...	<input type="checkbox"/> ₂

Mark an ☒ in one of the boxes in Column 1

IF QUESTIONS D54-D60 ARE ALL NO, GO TO QUESTION E1 ON PAGE 34.

D61. NOW PLEASE GO BACK AND PLACE AN ☒ IN ONE OF THE BOXES IN COLUMN 2 FOR WHETHER INCIDENTS IN QUESTIONS D54-60 OCCURRED IN THE PAST 12 MONTHS OR LONGER AGO THAN THAT.

E. Positive and Negative Effects of Your Family and Personal Life

If you are married or living as married, the term spouse is used in this questionnaire to refer to your husband or the person with whom you live as married.

E1. What is your current marital status?

- ☐ ₁ Married or living as married
- ☐ ₂ Separated and not living as married → **GO TO QUESTION E6 ON PAGE 35**
- ☐ ₃ Divorced and not living as married → **GO TO QUESTION E6 ON PAGE 35**
- ☐ ₄ Widowed and not living as married → **GO TO QUESTION E6 ON PAGE 35**
- ☐ ₅ Single, never married, and not living as married → **GO TO QUESTION E6 ON PAGE 35**

E2. Is your spouse/partner currently in the active duty Army or Reserves?

- ☐ ₁ Yes
- ☐ ₂ No

E3. How long have you been married or living as married? (Please round to the nearest whole year.)

Years

E4. Would you say your relationship with your spouse is:

- | | |
|---|---|
| <input type="checkbox"/> ₁ Very good | <input type="checkbox"/> ₄ Not very good |
| <input type="checkbox"/> ₂ Pretty good | <input type="checkbox"/> ₅ Pretty bad |
| <input type="checkbox"/> ₃ Mixed/up and down | |

E5. Do you think being in the Army helps your relationship, hurts your relationship, or has no effect on your relationship with your spouse?

- | | |
|--|--|
| <input type="checkbox"/> ₁ Helps a lot | <input type="checkbox"/> ₄ Hurts somewhat |
| <input type="checkbox"/> ₂ Helps somewhat | <input type="checkbox"/> ₅ Hurts a lot |
| <input type="checkbox"/> ₃ Has no effect | |

E6. Do you have any children under age 18?

- ☐ ₁ Yes
- ☐ ₂ No → **GO TO QUESTION E12 ON PAGE 36**

E7. How many of your children are under age 12?

Number of children under age 12

E8. How many of your children are between the ages of 12 and 17?

Number of children between 12 and 17

E9. How many of your children under age 18 are living with you (at your present duty location)?

Number of children under 18 living with you

IF YOU HAVE NO CHILDREN UNDER AGE 18, GO TO QUESTION E12 ON PAGE 36.

E10. Does your child or any of your children under age 18 give you serious problems or difficulties, more than the average child? This could include, for example, problems at home, at school, or with authorities?

☐₁ Yes

☐₂ No

E11. The demands of rearing children can increase our stress levels in some ways. But, do you find that your child or any of your children under age 18 who lives with you also helps to substantially relieve your stress, for example by taking your mind off of work, by forcing you to do more leisure activities, or by their showing their love for you?

☐₁ At least one of my children under 18 helps substantially to relieve my stress

☐₂ None of my children under 18 help(s) substantially to relieve my stress

☐₃ No child under age 18 lives with me

E12. This is the end of the questions about stressors. Is there anything else about your Army job or life in the Army that we have not asked about that you find particularly stressful?

☐₁ Yes

☐₂ No → **GO TO QUESTION F1 ON PAGE 37**

E13. Briefly, what is that? _____

F. Support from Family and Friends

In the following questions we ask about your relationships with family and friends and any support or help they may provide for you. Please be sure to include your spouse or lover when thinking about family and friends. If your answer is different for family than for friends, answer the question for whichever group provides you with the most help or support.

F1. Are you satisfied with how often you see your friends and relatives; that is, do you see them as often as you want to?

- ☐ ₁ Very dissatisfied
- ☐ ₂ Somewhat dissatisfied
- ☐ ₃ Satisfied

F2. How satisfied are you with the kinds of relationships you have with your family and friends?

- ☐ ₁ Very dissatisfied
- ☐ ₂ Somewhat dissatisfied
- ☐ ₃ Satisfied

F3. Do you wish that your family and friends would give you more help?

- ☐ ₁ Yes
- ☐ ₂ No

Please mark an ☒ in the box of the response which best describes your situation.

	Hardly ever ▼	Some of the time ▼	Most of the time ▼	Don't know ▼
F4. In times of trouble, can you count on at least some of your family and friends?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
F5. When you are with your family and friends how often do you feel lonely?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
F6. Does it seem that your family and friends understand you?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
F7. Do you feel useful to your family and friends? ...	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
F8. Do you know what is going on with your family and friends?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
F9. When you are talking with your family and friends, do you feel you are being listened to?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
F10. Do you feel that you have a definite role in your family and among your friends?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
F11. Can you talk about your deepest problems with at least some of your family and friends most of the time, some of the time, or hardly ever?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
F12. Do you have any hobbies, sports, or other activities that greatly help reduce your stress level?				
<input type="checkbox"/> ₁ Yes				
<input type="checkbox"/> ₂ No → GO TO QUESTION G1 ON PAGE 39				
F13. On the average, about how many hours each week do you participate in activities that greatly help to reduce your stress?				
<input type="checkbox"/> ₁ 0 - 3 hours	<input type="checkbox"/> ₄ 11 - 13 hours			
<input type="checkbox"/> ₂ 4 - 6 hours	<input type="checkbox"/> ₅ 14 or more hours			
<input type="checkbox"/> ₃ 7 - 10 hours				

G. Outcomes That Can Be Affected by Stress

Your Health

G1. In general, would you say your health is:

- ☐₁ Excellent
☐₂ Very good
☐₃ Good
☐₄ Fair
☐₅ Poor

Please mark an ☒ in the box that best describes your situation.

G2. How often during the past 4 weeks did you...

	All of the time	Most of the time	A good bit of the time	Some of the time	A little of the time	None of the time
a get enough sleep to feel rested upon waking in the morning?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂ ..	<input type="checkbox"/> ₃ ..	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅ .	<input type="checkbox"/> ₆
b awoken short of breath or with a headache?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂ ..	<input type="checkbox"/> ₃ ..	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅ .	<input type="checkbox"/> ₆
c have trouble falling asleep?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂ ..	<input type="checkbox"/> ₃ ..	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅ .	<input type="checkbox"/> ₆
d awoken during your sleep time and have trouble falling asleep again?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂ ..	<input type="checkbox"/> ₃ ..	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅ .	<input type="checkbox"/> ₆
e have trouble staying awake during the day?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂ ..	<input type="checkbox"/> ₃ ..	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅ .	<input type="checkbox"/> ₆
f get the amount of sleep you needed? ..	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂ ..	<input type="checkbox"/> ₃ ..	<input type="checkbox"/> ₄ ..	<input type="checkbox"/> ₅ .	<input type="checkbox"/> ₆

G3. Have you ever had high blood pressure?

- ☐₁ Yes
☐₂ No → **GO TO QUESTION G5 ON PAGE 40**
☐₃ Don't know

G4. Have you had high blood pressure in the past year?

- ☐₁ Yes
☐₂ No
☐₃ Don't know

G5. How much are you troubled or bothered by having to stay within the Army weight standard for your height?

- ☐₁ Very troubled
☐₂ Somewhat troubled
☐₃ Not troubled at all

Please answer the following questions by telling us which answer best applies to you. We would like to know if you have had any medical complaints and how your health has been in general during the past week. Remember that we want to know about PRESENT AND RECENT COMPLAINTS, NOT THOSE YOU HAD IN THE PAST.

G6. Have you recently been feeling perfectly well and in good health?

- | | |
|---|---|
| <input type="checkbox"/> ₁ Better than usual | <input type="checkbox"/> ₃ Worse than usual |
| <input type="checkbox"/> ₂ Same as usual | <input type="checkbox"/> ₄ Much worse than usual |

Please mark an ☒ in the box that best describes your situation.

Have you recently:		Not at all ▼	No more than usual ▼	Somewhat more than usual ▼	Much more than usual ▼
G7.	Been feeling in need of some medicine to pick you up?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G8.	Been feeling run down and out of sorts? ..	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G9.	Felt that you are ill?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G10.	Been getting any pains in your head?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G11.	Been getting a feeling of tightness or pressure in your head?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G12.	Been having hot or cold spells?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Your Mental Health

Have you recently:

G13.	Lost much sleep over worry?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G14.	Had difficulty in staying asleep?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G15.	Felt constantly under strain (stress)?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G16.	Been getting edgy and bad-tempered?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G17.	Been getting scared or panicky for no good reason?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G18.	Found everything getting to be too much for you?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
G19.	Been feeling nervous and uptight all the time?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

G20. Have you recently been managing to keep yourself busy and occupied?

- | | |
|--|--|
| <input type="checkbox"/> ₁ More so than usual | <input type="checkbox"/> ₃ Somewhat less than usual |
| <input type="checkbox"/> ₂ Same as usual | <input type="checkbox"/> ₄ Much less than usual |

G21. Have you recently been taking longer to do the things you do?

- | | |
|--|--|
| <input type="checkbox"/> ₁ Quicker than usual | <input type="checkbox"/> ₃ Longer than usual |
| <input type="checkbox"/> ₂ Same as usual | <input type="checkbox"/> ₄ Much longer than usual |

G22. Have you recently felt on the whole you were doing things well?

- | | |
|---|--|
| <input type="checkbox"/> ₁ Better than usual | <input type="checkbox"/> ₃ Less well than usual |
| <input type="checkbox"/> ₂ About the same | <input type="checkbox"/> ₄ Much less well |

Please mark an ☒ in the box that best describes your situation.

Recently, have you:

	More than usual ▼	About same as usual ▼	Less than usual ▼	Much less than usual ▼
G23. Been satisfied with the way you've carried out your tasks?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
G24. Felt that you are playing a useful part in things?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
G25. Felt capable of making decisions about things?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
G26. Been able to enjoy your normal day-to-day activities?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

	Not at all ▼	No more than usual ▼	Some- what more than usual ▼	Much more than usual ▼
G27. Been thinking of yourself as a worthless person?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
G28. Felt that life is entirely hopeless?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
G29. Felt that life isn't worth living?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

G30. Have you recently thought of the possibility that you might take your own life?

<input type="checkbox"/> ₁ Definitely not	<input type="checkbox"/> ₃ Has crossed my mind
<input type="checkbox"/> ₂ I don't think so	<input type="checkbox"/> ₄ Definitely have

Please mark an ☒ in the box that best describes your situation.

Have you recently...	Not at all ▼	No more than usual ▼	Some- what more than usual ▼	Much more than usual ▼
G31. Found at times you couldn't do anything because your nerves were too bad?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
G32. Found yourself wishing you were dead and away from it all?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
G33. Have you recently found that the idea of taking your life kept coming into your mind?				
<input type="checkbox"/> ₁ Definitely not	<input type="checkbox"/> ₃ Has crossed my mind			
<input type="checkbox"/> ₂ I don't think so	<input type="checkbox"/> ₄ Definitely have			
G34. Do you currently have any active health problems or injuries that cause you pain or interfere with your living a full and active lifestyle?				
<input type="checkbox"/> ₁ Yes				
<input type="checkbox"/> ₂ No				

H. Substance Abuse

H1. Altogether in your lifetime, have you had more than 5 drinks of an alcoholic beverage?
(For example, beer, wine, wine coolers, whiskey and mixed drinks.)

☐₁ Yes

☐₂ No → GO TO QUESTION H15 ON PAGE 46

These next questions ask about your use of alcoholic beverages.

	Yes ▼	No ▼
H2. Do you feel you are a normal drinker?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂
H3. Do friends and relatives think you are a normal drinker?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂
H4. Have you ever attended a meeting of Alcoholics Anonymous?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂
H5. Have you ever lost friends, boyfriends, or girlfriends because of drinking?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂
H6. Have you ever gotten into trouble at work because of drinking?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂
H7. Have you ever neglected your obligations, your family or your work for 2 or more days in a row because you were drinking?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂
H8. Have you ever had delirium tremors (DT's), severe shaking, heard voices or seen things that weren't there after heavy drinking?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂
H9. Have you ever gone to anyone for help with your drinking?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂
H10. Have you ever been in a hospital because of drinking?	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂
H11. Have you ever been arrested for drunk driving or driving after drinking? ..	<input type="checkbox"/> ₁ ..	<input type="checkbox"/> ₂

H12. Did you mark an ☒ in any of the shaded boxes in Questions H4 to H11?

☐₁ Yes

☐₂ No → GO TO QUESTION H15 ON PAGE 46

H13. In the past 12 months, have you had any of these kinds of problems or experiences with drinking?

☐₁ Yes

☐₂ No → GO TO QUESTION H15

H14. In the past 30 days, have you had any of these kinds of problems or experiences with drinking?

☐₁ Yes

☐₂ No

H15. Have you ever used any illegal drugs such as marijuana, hashish, cocaine or heroin more than 5 times?

☐₁ Yes

☐₂ No

H16. At any time in your life, have you more than 5 times used prescription drugs like speed, diet pills, sedatives, sleeping pills, opiates or pain killers without a prescription or more than was prescribed to get high or for other non-medical effects?

☐₁ Yes

☐₂ No

IF NO TO QUESTIONS H15 AND H16, GO TO QUESTION H23 ON PAGE 48.

H17. In the past 12 months, have you used any illegal drugs or used any prescription drugs to get high or for non-medical effects?

☐₁ Yes

☐₂ No → GO TO QUESTION H20 ON PAGE 47

H18. Have you used any of these in the past 30 days?

☐₁ Yes

☐₂ No → **GO TO QUESTION H20**

H19. How often have you used them in the past 30 days?

☐₁ Every day or almost every day

☐₄ A couple of times a month

☐₂ More than once a week

☐₅ About once a month

☐₃ About once a week

☐₆ Less than once a month

H20. Have you ever had any problems from using illegal drugs or from using any prescription drugs other than as prescribed by a doctor? (Such problems might include trouble at work, with the law, with family members and other people, health problems or psychological problems.)

☐₁ Yes

☐₂ No → **GO TO QUESTION H23 ON PAGE 48**

H21. In the past 12 months, have you had any such problems from using illegal drugs or using prescription drugs other than as prescribed?

☐₁ Yes

☐₂ No → **GO TO QUESTION H23 ON PAGE 48**

H22. How about in the past 30 days, have you had such problems?

☐₁ Yes

☐₂ No

Injuries, Impairment, and Disability

H23. Beginning yesterday and going back 12 months, did you receive any injuries as a result of your work or your training?

☐₁ Yes

☐₂ No → **GO TO QUESTION H26**

H24. Would you say this injury or the most serious of these injuries was mild, moderate or severe?

☐₁ Mild

☐₂ Moderate

☐₃ Severe

H25. Did you talk with a doctor, nurse or other professional about this injury?

☐₁ Yes

☐₂ No

H26. Did you receive any other injuries in the past 12 months, for example at home or during recreational activities?

☐₁ Yes

☐₂ No → **GO TO QUESTION H29 ON PAGE 49**

H27. Would you say this injury or the most serious of these injuries mild, moderate or severe?

☐₁ Mild

☐₂ Moderate

☐₃ Severe

H28. Did you talk with a doctor, nurse or other professional about this injury?

☐₁ Yes

☐₂ No

H29. In the past 12 months, have you talked with a doctor, nurse or other health professional about being pregnant, becoming pregnant or problems with a pregnancy?

☐₁ Yes

☐₂ No

H30. In the past 12 months, have you talked with a doctor, nurse or other health professional about any health problem or illness (besides an injury or pregnancy)?

☐₁ Yes

☐₂ No → GO TO QUESTION H32

H31. How many times in the past 12 months did you talk with a doctor, nurse or other health professional about any health problem or illness (besides injury or pregnancy)?

Times

H32. Beginning yesterday and going back 30 days, were there any days that you were totally unable to work or carry out your normal activities?

☐₁ Yes

☐₂ No → GO TO QUESTION H37 ON PAGE 50

H33. How many days out of the past 30 days were you totally unable to work or carry out your normal activities?

Days (Answer should be between 0 and 30.)

H34. How many of the days in Question H33 were you totally unable to work or carry out your normal activities because of problems with emotions, nerves, your mental health, alcohol or drugs?

Days (Answer should be no larger than answer in H33.)

H35. How many of the days in Question H33 were you totally unable to work or carry out your normal activities because of an injury?

Days (Answer should be no larger than answer in H33.)

H36. How many of the days in Question H33 were you totally unable to work or carry out your normal activities because of a physical health problem or illness (other than pregnancy)?

Days (Answer should be no larger than answer in H33.)

H37. Aside from any days you were totally unable to work or carry out activities, were there any (other) days out of the past 30 days that you had to cut down on what you did or did not get as much done as usual?

☐ ₁ Yes

☐ ₂ No → GO TO QUESTION I1 ON PAGE 52

H38. How many days out of the past 30 days did you have to cut down on what you did or did not get as much done as usual?

Days (Answer should be between 0 and 30.)

H39. How many of the days in Question H38 did you have to cut down on your work or normal activities because of problems with emotions, nerves, your mental health, alcohol or drugs?

Days (Answer should be no larger than answer in H38.)

H40. How many of the days in Question H38 did you have to cut down on your work or normal activities because of an injury?

Days (Answer should be no larger than answer in H38.)

- H41. How many of the days in Question H38 did you have to cut down on your work or normal activities because of a physical health problem or illness (other than pregnancy)?

Days (Answer should be no larger than answer H38.)

- H42. For the following question, please think about any days you had to cut down on what you did. On a scale from 0 to 10, where zero means you didn't carry out your work or normal activities at all and 10 means you carried out all of your normal work and activities, what number represents how much you got done, on the average, on the days you had to cut down. Mark and ☒ in the box above the number that represents how much you got done.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10

I. Retention and Performance

- I1. If a good friend of yours was interested in joining the Army at the same rank you did, what would you tell her?

- ☐₁ Advise her against it
☐₂ Have doubts about recommending it
☐₃ Strongly recommend it
☐₄ Don't know

- I2. Knowing what you know now, if you had to decide all over again whether to join the Army, what would you decide?

- ☐₁ Decide definitely not to join
☐₂ Have some second thoughts
☐₃ Decide without hesitation to join
☐₄ Don't know

- I3. Taking everything into consideration, how likely is it that you will choose to voluntarily leave the Army within the next year?

- | | |
|---|---|
| <input type="checkbox"/> ₁ Very likely | <input type="checkbox"/> ₄ Not at all likely |
| <input type="checkbox"/> ₂ Somewhat likely | <input type="checkbox"/> ₅ Don't know |
| <input type="checkbox"/> ₃ Not very likely | |

- I4. Sometimes soldiers are forced to leave the Army because of cut backs even though they would like to stay in. How likely is it that you will be forced to leave the Army because of cutbacks and downsizing within the next year?

- | | |
|---|---|
| <input type="checkbox"/> ₁ Very likely | <input type="checkbox"/> ₄ Not at all likely |
| <input type="checkbox"/> ₂ Somewhat likely | <input type="checkbox"/> ₅ Don't know |
| <input type="checkbox"/> ₃ Not very likely | |

15. Which one of the following describes your current Army career intentions if you are not forced out due to down-sizing and/or cutbacks?

- ☐ ₁ Definitely stay in until retirement
- ☐ ₂ Probably stay in until retirement
- ☐ ₃ Definitely stay in beyond my present obligation but not necessarily until retirement
- ☐ ₄ Probably stay in beyond my present obligation but not necessarily until retirement
- ☐ ₅ Definitely leave upon completion of my present obligation
- ☐ ₆ Probably leave upon completion of my present obligation

16. How many years has it been since you received your current rank?

- ☐ ₁ Less than 1 year
- ☐ ₂ 1 year
- ☐ ₃ 2 years
- ☐ ₄ 3 years
- ☐ ₅ 4 years
- ☐ ₆ 5 years
- ☐ ₇ 6 years
- ☐ ₈ 7 years
- ☐ ₉ 8 years
- ☐ ₁₀ 9 years or more

I7. If you remain in the Army how likely is it that you will be promoted in the future?

- ☐ ₁ Does not apply; I have attained the highest rank for my career field → **GO TO QUESTION I10 ON PAGE 55**
- ☐ ₂ Does not apply; I will leave/retire before I am eligible again → **GO TO QUESTION I10 ON PAGE 55**
- ☐ ₃ Extremely likely
- ☐ ₄ Somewhat likely
- ☐ ₅ Not sure
- ☐ ₆ Somewhat unlikely
- ☐ ₇ Extremely unlikely

I8. Overall, how would you rate the chances for promotion within your primary Career Management Field (CMF) or Basic Branch?

- ☐ ₁ Much better than others → **GO TO QUESTION I10 ON PAGE 55**
- ☐ ₂ A little better than others → **GO TO QUESTION I10 ON PAGE 55**
- ☐ ₃ About the same as others → **GO TO QUESTION I10 ON PAGE 55**
- ☐ ₄ A little worse than others
- ☐ ₅ Much worse than others
- ☐ ₆ Don't know → **GO TO QUESTION I10 ON PAGE 55**

I9. Is this because (**Mark all that apply.**):

- ☐ ₁ Your performance has been below average
- ☐ ₂ Being a woman lowers your opportunities and/or chances of promotion
- ☐ ₃ Being a minority lowers your opportunities and/or chances of promotion
- ☐ ₄ Personal conflict between you and a supervisor or other superior officer
- ☐ ₅ Other reasons

I10. In the past 12 months have you received any of the following recognitions for outstanding performance?

- ☐ ₁ Memorandum of appreciation or commendation
- ☐ ₂ Certificate of appreciation or recommendation
- ☐ ₃ Special evaluation report for outstanding performance
- ☐ ₄ Time off from duty (individually or as a unit) for outstanding performance
- ☐ ₅ Military medal or ribbon for outstanding performance

I11. In the past 12 months have you received an adverse efficiency report or performance counseling?

- ☐ ₁ Yes
- ☐ ₂ No

I12. In the past 12 months have you received any disciplinary action?

- ☐ ₁ Yes
- ☐ ₂ No

I13. In the next 12 months do you have any concerns that you may receive either an adverse efficiency report or a disciplinary action?

- ☐ ₁ Yes
- ☐ ₂ No

I14. In your last performance evaluation, how were you rated?

- ☐ ₁ Exceeding standards or expectations
- ☐ ₂ Meeting standards or expectations
- ☐ ₃ Below standards or expectations

I15. Below are a list of things people say they feel good about as a soldier/officer. Please mark ALL those below that you feel good about as a soldier/officer.

- ☐ ₁ Pride in being in the Army
 - ☐ ₂ Doing something important
 - ☐ ₃ I like my job
 - ☐ ₄ Good benefits
 - ☐ ₅ Opportunities I may not have had otherwise
 - ☐ ₆ The people I work for or work with
 - ☐ ₇ Attitudes and/or commitment of soldiers/officers
 - ☐ ₈ Other (**Please write in.**) _____
-

Please place your completed survey in the box.

Thank you for completing this survey!

Time spent completing survey _____

APPENDIX F: INFORMATION SHEET

INFORMATION SHEET: STUDY OF WOMEN IN THE ARMY

PURPOSE

This study is being conducted by the Research Triangle Institute (RTI), a private, not-for-profit research organization. The study is being funded by a grant from the U.S. Army Medical Research, Development, Acquisition, and Logistics Command. **The purpose of the study is to help us better understand what is most stressful for Army women in their military lives, and what they find most helpful in carrying out their duties and living fulfilling lives.** Based on the findings of the research, RTI will make recommendations to the Army about how to reduce stress and its effects and improve morale and performance for active duty and Reserve Army women.

Army women will be asked to assist with this study by completing an anonymous survey. An RTI staff member will be in the room with participants in case they have any questions but will not observe them filling out their questionnaire. The survey will take about 1 hour to complete. The survey asks about any difficulties women soldiers and officers face, and the things they find most helpful to them in their lives and duties in the Army. It also asks a few questions about women's lives before they entered the Army.

WOMEN SELECTED

Women will be recruited by their commander based on their occupation, rank, and background. We will be conducting surveys with 800 Army women and 800 Army Reserve women at about 8 different installations.

VOLUNTARY PARTICIPATION**WOMEN'S PARTICIPATION IS**

COMPLETELY VOLUNTARY. By reporting at the appointed time, participants have fulfilled their requirement to participate. We will not tell their Commander or anyone on the installation who chose to participate and

who did not. Their participation is important to the study, but they are free to leave if they do not want to complete the survey. They may also refuse to participate at any later point without suffering any penalty or losing any benefits to which they are entitled. If they choose to complete the survey, they can refuse to answer any or all of the questions.

RISKS

The survey involves answering questions about themselves and their military experience. We think there will be minimal risk to women who participate. It is possible that a few questions may bring up memories from the past which would make women upset or sad.

BENEFITS

There will be no direct benefits to women from answering our questions. However, they will be helping us to understand the experiences of women in the military. There could be benefits to Army women as a result of recommendations coming out of the study.

ANONYMITY

The survey is anonymous. **WOMEN WILL NOT WRITE THEIR NAME OR THEIR SOCIAL SECURITY NUMBER ON THE SURVEY.** We are not interested in any particular individual's responses. Instead, we will combine responses of all 1600 women who complete this survey. Their answers will be entered into a computer and will be studied as a group.

QUESTIONS

If there are questions about the study, please call Dr. Kathleen Jordan at RTI, 1-800-334-8571, ext. 6410. If women have any questions about their rights as a research subject, they may call Dr. Barbara Moser at RTI, 1-800-334-8571, ext. 6083.

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APPENDIX G: FREQUENTLY ASKED QUESTIONS

Survey of Stressors and Their Impacts on Women in the Army and Army Reserves

Frequently Asked Questions

Why is this study being conducted?

The purpose of the study is to help us better understand how women's Army and Reservist duties and experiences affect their mental and physical well-being, their performance, and their lives outside of work. We are interested in both positive and negative experiences. We want to better understand what is most stressful for Army and Reservist women in their military lives, and what they find most helpful in carrying out their duties and living fulfilling lives.

What is this study about?

This study will obtain information on a variety of work and life experiences of Army and Reservist women. We will be asking you questions about your life experiences including emotions, activities, health, and work. In addition, stress is one of the main topics for this study, and it is important for us to know what kinds and amounts of stress women like you feel in their everyday life. These questions will help us know more about what you experience in your life as military women.

Who is doing this study?

The Research Triangle Institute (RTI) is conducting this study. We are a civilian, not-for-profit research organization. The study is being funded by a grant from the U.S. Army Medical Research, Development, Acquisition, and Logistics Command. Although the researchers at RTI are civilians, we have consulted with active-duty and retired military women in designing this study.

Why should I participate?

There will be no direct benefits to you from answering our questions. However, you will be helping us to understand the experiences of women in the military. There could be benefits to Army and Reservist women as a result of recommendations coming out of the study. This study is one of the first of its kind, so the

answers you provide will help us to learn about a very important topic that has gotten little attention until now.

Are there any risks involved with participating in this study?

The survey involves answering questions about themselves and their military experience. We think there will be minimal risk to women who participate. It is possible that a few questions may bring up memories from the past which would make women upset or sad.

Will my supervisor or any Army personnel find out what my answers are?

We at RTI take confidentiality very seriously. Your name or social security number will not be printed or written on the survey that you fill out, so there will be no link between you and the information you give us. No one except authorized staff at RTI working on this project will ever see the completed survey forms. In addition, no results from individual women will be reported. Rather, the results from the study will be reported in the form of statistics from the entire group of Army and Reservist women surveyed. We will be writing a summary report to the Army that combines the responses from all participants; no one individual or Unit will be identified.

Do I have to participate and answer all of the questions?

Your participation is strictly voluntary. Whether you choose to participate or not will have no affect on your job in the military. If you participate, which we hope you will, you may refuse to answer any question, and you may refuse to participate in the rest of the study at any point.

Who can I call if I have questions?

For questions about the study, please contact Dr. Kathleen Jordan at RTI at 1-800-334-8571, or about your rights as a study participant, call Dr. Barbara Moser at RTI at 1-800-334-8571.

APPENDIX H: PROCTOR GUIDE

PROCTOR GUIDE

SURVEY OF STRESSORS AND THEIR IMPACTS ON WOMEN IN THE ARMY AND RESERVES

Background

Research Triangle Institute (RTI) in North Carolina is currently conducting a study under contract to the U.S. Army Medical Research and Materiel Command. As part of the study, we will be administering questionnaires to females in the active duty Army and Reserves. The survey will ask women about people, events, and activities that can be stressful and about other effects of stress. This guide is to provide you with the necessary information you will need to proctor or assistant proctor a questionnaire administrative session.

Sample

We will sample women from all racial and rank categories in the Army and Reserves whose occupations fall under the broad headings of Supply, Administration, Medical, and Signal. We have identified Regional Support Commands (RSCs) that have a high concentration of women in those four types of occupations. Each of those RSCs are identifying Units and locations that can support our need to survey between 100 and 200 women on a given weekend. The women we have selected are also representative of the larger population of Army and Reservists in terms of rank and race. We are surveying both officers and enlisted women, which is why you will not hear us refer to respondents as "soldiers" throughout this document (officers are not referred to as "solider").

Confidentiality

This survey is completely confidential. The ID number, which will be affixed to the questionnaire upon receipt at RTI, will not identify the individuals who completed the questionnaire. You should not write a woman's name anywhere on the questionnaire. Additionally, you should not discuss the name of any one person who completed the survey.

There should be no military staff person monitoring the administration of the survey on-site. No military staff should be "posted" to ensure women attend or stay. This issue should be confirmed before the administration begins. If your contact person would like to stop by and check in with you at the beginning and end to make sure you do not require any assistance, that is OK, but try to prevent them from staying in the administration room and looking around at who is present. In addition, you will not provide information to the supervisors, contact person, commander, or anyone else in the military on whom attended and who did not. This is part of the agreement that should be set forth with the site before you arrive.

Before You Arrive

A team of RTI staff will conduct each administration. One of the pair should be designated as the lead Proctor; the other is the assistant Proctor. The Lead is responsible for ensuring all logistics are set, that the administration is conducted properly, and is the person who will provide the introduction to the survey during the administration (unless otherwise assigned). The assistant proctor is responsible for assisting in any and all activities related to the administration. One member of the team should call the site contact to set up all logistics well in advance of the administration date. One member also must call the contact the week prior to the administration and:

- confirm the number of women expected;
- discuss how women will be called to the administration location (if the contact has no ideas how best to divide the women up, you could recommend that they divide women by last name whereby A-N go to admin #1 and M-Z to admin #2);
- ensure the administration room is reserved and is unlocked one hour before and during the time of the administration, and is of adequate size and privacy;
- remind the contact that the survey administration is confidential and there should be no military staff stationed at the room monitoring who is in attendance;
- remind the contact that we will not provide a list of who completed surveys;
- ensure that your directions to the contact person's office are accurate, and confirm the time of your initial meeting with the contact the day before the survey administration;
- find out from the contact person if you need special permission to get on base or into a building, and if you need a parking permit to park on base;
- arrange for how the fed ex boxes will be returned to Diana Sierra at RTI- RTP is...Fed Ex able to pick up on Sat or Sunday at the site, can you drop the boxes off at the mail room on post, should you arrange for the hotel to send them for you, will you check them as luggage on your plane, etc.; and
- confirm that you have received the demographic data on the women who are in the Unit being surveyed, sorted by race, then rank, then PMOS (if not, encourage your contact to fax the information to you before you go on-site). Be sure the original of the data goes to Nancy Braxton in RTP and keep a copy for your records.

A few days before the administration date, the team is responsible for gathering and sending/bringing all materials. Each member of the team should bring with them in the car or on the plane:

- directions to the site
- site contact's name and phone number
- time for each administration
- location of, phone number to, and confirmation for hotel
- one camera-ready copy of the questionnaire and information sheet (in case you need more copies or in case something happens to the box you send)
- a photo ID to show in case you are required to show one while on post
- a small pair of scissors or small Swiss Army knife to open boxes (please do not bring a large pair of scissors or knife on the plane with you!!!)

One member of the team should send two days in advance the boxes containing:

- information sheets
- questionnaires
- pens
- pre-addressed RTI fed ex labels and fed ex envelopes to stick on boxes (at least four will be required).
- very strong packing tape
- two 8.5" X 11" signs designed on a computer in extra large font that say "Meeting In Progress – Please Do Not Disturb"

You should verify that your contact is willing and able to be responsible for receiving the boxes of materials ahead of time and keeping them in a secure location until your arrival. Call the day after the fed ex boxes has been sent to ensure the boxes have arrived. If they have not, send a back-up set.

When You Arrive

Plan to arrive at the survey site the day before the first administration so that you can find the location, meet the contact, and ensure the facility is adequate and all logistics have been confirmed. Go to the contact's office, confirm the receipt of the boxes, arrange to have the boxes brought to your car, and go with the contact to visit the room where you will administer the survey to familiarize yourself with the layout. If needed, arrange to have the room set up the way you want it so that on the day of administration you can begin immediately (either arrange it yourself if it is a small job or ask your contact to have someone help you). Remember that to ensure privacy and confidentiality, women should be seated with ample space between them so that they cannot easily read the survey of the woman closest to them. Ask your contact if you should re-arrange the room yourself before leaving or if you should leave it as is. Also find out where the restrooms are and any drink machines. Arrange to get an empty box or two for the surveys to be placed into when the respondents are finished. These boxes can also be used to send the surveys back to RTI.

Administration of the Surveys

The day of the administration, arrive at the survey location one-hour prior to administration. Make sure the room is set up with tables or desks and chairs enough for the number of women you are expecting. Place an information sheet and a pen at each place. Have a stack of surveys ready to pass out to women. Ensure that the lighting is good and that the room is as private as possible.

As women arrive, ask them to sit at a seat with an information sheet and to begin reading the sheet. Do not wait more than 10 minutes after the administration time before beginning. Introduce the survey using something similar to the script below.

Introductory Script

"Hi, my name is [NAME] and this is [ASSISTANT TEAM MEMBER] from the Research Triangle Institute. RTI is a civilian, private, non-profit research organization who has been given a grant and approval from the Department of the Army to conduct a survey of 1,600 active Duty Army and Reservist women. The goal of this study is to inform the military about the causes and effects of stress on military women's lives. Today we will be asking you to fill out a survey which is the first of its kind in that it focuses on Army and Reservist women and the stress that they experience in their lives and their work. The research team includes military consultants, and the researchers have conducted focus groups with women just like yourselves to be sure that the survey fits the way you think as military women.

We've chosen women to participate in this study based on their units and the jobs they hold. We are primarily interested in surveying women who are in medical, administrative, supply, and signal occupations. We've chosen units based on their locations, demographic

make-up of the women, and their concentration of women in these occupations. If you don't fit one of those categories, that's OK. If any of your female military friends hear about the survey and wonder why they were not chosen it was probably due to the numbers of women we already had or the occupational make-up of their unit.

Each person should have an information sheet in front of them. If you haven't read it yet, please do so now. It provides important information about this study, and a few phone numbers at the bottom in case you want to contact one of the researchers about this study or your rights as a study participant. I'd just like to reiterate some points that are covered on the information sheet and give you a little more information before we begin.

First, let me assure you that this survey is completely voluntary. I know you were ordered to come here today, but you are free to leave if you choose or to stay and choose to not answer any questions you do not want to answer. But because we need to hear from women like you, and it is your personal experiences we are interested in, we hope you will agree to stay and fill out the entire survey. No one in the military or at RTI will be notified regarding which women stay and whether anyone leaves.

Before I go any further, I want to reiterate that this survey is for active duty Army women and weekend duty Reservists, only. Is anyone here AGR? **[IF ANYONE SAYS YES, SAY:** As much as we appreciate that you are here, this survey is not designed for you. Because we know that women who are AGR have very different military work situations than weekend-duty Reservists, women who are AGR will not be asked to fill out this survey. You are free to leave at this time, but again, thank you for coming.]

As you read, RTI takes confidentiality in its surveys very seriously. The answers you provide if you choose to stay will be kept strictly confidential. There are no identifiers on the survey, and we ask that you do not write your name on any part of the survey. The only people who will ever see these surveys are the researchers at RTI, and, even then, because there are no names on the surveys, they will never know what any individual said.

At the end of the project, the researchers will write a report for the Department of the Army. The report will provide "aggregate data"; that is, we will summarize results across the entire group of 1,600 women. For example, we might report what percentage of women with young children said they had difficulty finding affordable childcare and how this percentage differed by rank. No individual woman, unit, or state will be linked with any responses. We plan to forward copies of the report to your Commander at the end of the project. We will request that each Commander make the report available to all of the members of your unit. We anticipate that the RTI report will be available early in the Year 2000.

We are here today to answer any questions you may have about how to take the survey. I am not allowed to tell you how to answer a question, however. If you're not sure which response

to mark, please mark the answer that best describes your situation. Try to give your best estimate. If you are still not satisfied, you may write your preferred answer in the margin next to the answer you marked. Although I cannot help you answer any questions, I can try to help you if you have questions about how to mark the survey or what to do with the survey when you are done.

The survey takes most women between 40 minutes and an hour and a half. You have been approved by your Commander to stay for up to an hour and a half, so please do not feel rushed if other women leave before you. Every woman's life situation is different, and that will affect the amount of time it takes to complete the survey. When you are done with your survey, please record on the last page the length of time it took you to complete the survey. This is important so that we can monitor how long women are spending answering these questions. Also, we ask that you please take the information sheet you just read with you when you leave. There are two names and phone numbers at the bottom of the page in case you need to contact one of the researchers today or any time in the future with questions or comments regarding the survey. Then bring your survey and your pen to the front and place them in the box before you leave. You are free to leave as soon as you complete the survey.

You are free to get up and use the rest room if needed while you are completing the survey. The nearest rest room is [IDENTIFY LOCATION]. Finally, before you begin, be sure to read the front cover of the questionnaire - it will explain a little more about the study and how to fill out the questionnaire. Does anyone have any questions before we begin?

I want to thank you all in advance for filling out this survey. We really appreciate your participation."

.....

After the Introduction

Right after the introduction, the Proctor and Assistant Proctor should pass out one survey to each person, sit down, and wait for all surveys to be completed. Try not to get up and walk around until the last person is done unless you have to. It can be distracting for respondents if they perceive that you are anxious for them to finish. If women are still filling out the survey after the hour and a half is over, you should notify them of the time and encourage them to stay if they think their supervisor will not mind. If they choose to leave without finishing the survey, ask them to write a note where they ended that says they ran out of time and had to return to their work.

Latecomers

In case of latecomers, greet them quietly at the door when they arrive and ask them to verify that they are not AGR. Hand them an information sheet, a pen, and a survey. Ask them to

read the information sheet before filling out the survey and tell them you are available to answer any questions they may have.

At the end of each day and shipping the surveys back to RTI

After the last administration, the room should be as it was originally found, if the contact indicates that it should be. Collect all materials from the room including blank information sheets, blank surveys, pens, and any other items you brought. Place all of the completed surveys in a box (blank surveys can go in the box as well, as long as they are clearly separate from the completes), seal it with plenty of tape, and put the completed fed ex label in the fed ex plastic envelope on the box. You should have previously arranged for the mode of delivery of boxes back to Diana Sierra. We recommend one of the following arrangements: 1) pre-arrange a fed ex pick up at the post a half hour after the last administration time is over; 2) identify a fed ex office that is open so you can drop the boxes off directly; 3) locate the mail room on post if they are open that day and hand carry the boxes over; 4) arrange to have the hotel at which you are staying fed ex it; or 5) carry the boxes on the plane with you as checked luggage. Regardless, please have the box sent from the contact person's name and address to Diana Sierra in the RTI-RTP office at 3040 Cornwallis Rd., Hobbs Bldg., Rm. 212, RTP, NC, 27709-2194. Diana's phone number is 919/541-6436. Please put that on the label as well as the project number 6729-000.

You must safeguard completed questionnaires. Do not leave any of the completed surveys unattended at any time. If you have a break between administrations and you leave the administration room, place all completed surveys in your locked car. The surveys should not be released to anyone other than RTI project staff.

Checklist for Data Collection

Before you leave home:

- Confirm location and directions to base
- Check supplies
 - directions to site and contact information (bring with you)
 - camera-ready copy of questionnaire and information sheet (bring with you)
 - information sheets
 - questionnaires
 - pens
 - fed ex labels and fed ex envelopes with RTI account number and Diana Sierra's address and phone number

When you reach the base the day prior to administration:

- Meet contact person at designated time and location
- Arrange for boxes of supplies to be brought to your rental car
- Ask contact person to show you the designated survey location

At the survey administration room the day of the administration:

- Have the room arranged before a half-hour before administration begins.
- Have an information sheet and pen at every seat you wish people to take.
- When women arrive:
 - greet each person and ask them to sit at one of the seats with an information sheet and start reading the sheet.
 - read introduction script to women
- After women have finished with the questionnaire:
 - make sure they have placed the questionnaire and pen in the box
 - encourage women to take the information sheet with them

Before you leave the base:

- Collect remaining information sheets and pens from tables
- Ensure the room is neat and set up the way it was before administration
- Pack the questionnaires in a box, tape, fill out fed ex label, and have them send to Diana Sierra in the NC office.
- Check in with your contact before you leave to thank them and to let them know you appreciate their help.

Possible Questions You May Be Asked

1. “Why are you asking such personal questions?”

The purpose of the study is to identify issues that are related to stressors for women in the military. The kinds of problems people might be experiencing impact the kinds of services that the military can provide. Remember that this information is confidential and nobody in the Army will know what your individual answers are. In addition, you may skip any question, which you do not feel comfortable answering.

2. “Can I just pick up the questionnaire at the administration location and return it later on?”

We would prefer that the women fill the questionnaire out at the administration location. This way you can make sure she actually completes it. If the woman refuses to complete it at that location, thank her for coming and allow her to leave. Make a note of the fact that someone refused. Use no names.

3. “My MOS is not listed on pages 3-5. Which answer choice should I mark?”

I’m sorry but I can’t tell you which of the answer choices to choose, so try to decide which choice is closest to your MOS and mark that one. Then, you can write in the margin your actual MOS if you think that will make your answer clearer.

4. “What if I am a civilian Army staff for my weekday job but I’m also a reservist one weekend a month. How do I answer these questions?”

This Reservist survey is asking about your experiences as a woman who is also a reservist. That includes your daily life outside of your weekend duty, so you’ll be reporting on your daily job just as other women will. The fact that you work for the Army during the week may make some of the questions confusing for you to answer, but just keep in mind that the questions are asking about you as a reservist woman, not as a woman who works for the Army on weekdays.

5. “I object to the questions on this survey. I want to file a complaint.”

I appreciate your concerns. Although I am not authorized to discuss specifics of the survey with you, the numbers on the information sheet will put you in touch with people who can.

6. “I’d like to keep a copy of the survey.”

I’m sorry, but I am not authorized to release blank copies of surveys to anyone while the period of data collection is ongoing. If you would like to contact one of the people listed on the information sheet, you might be able to get a copy after data collection is complete.

Glossary of Terms

PMOS (or MOS)	Primary Military Occupational Specialty
AGR	Active Guard and Reserve
RSC	Regional Support Command
CO	Commanding Officer
XO	Executive Officer

APPENDIX I: IRB APPROVAL

Research Triangle Institute
P.O. Box 12194
Research Triangle Park, NC 27709-2194
Multiple Project Assurance No. M-1496

INSTITUTIONAL REVIEW BOARD NOTICE OF APPROVAL
IRB# 02

PROJECT LEADER:

B. Kathleen Jordan

TITLE: The Nature & Outcome for Women of Stressors Associated with Military Life

SPONSOR AGENCY: US Army Medical Research

PROTOCOL DATE: April 15, 1998

RTI PROJECT NUMBER: 53U-6729

or

PROPOSAL NUMBER: (If preaward)

NATURE OF REVIEW:

(check one) FULL ☒ EXPEDITED ☐ EXEMPT ☐

MEETING DATE: 5/4/98

TYPE OF APPROVAL:

- ☐ PRELIMINARY. SCHEDULE NEXT REVIEW PRIOR TO INVOLVEMENT OF HUMAN SUBJECTS.
☐ PRETEST/PILOT TEST. SCHEDULE NEXT REVIEW PRIOR TO FULL IMPLEMENTATION.
☒ FULL IMPLEMENTATION.
☐ RENEWAL.
☐ AMENDMENT DATE: _____

Please note the following requirements:

PROBLEMS OR ADVERSE REACTIONS: If problems in treatment of human subjects or unexpected adverse reactions occur as a result of this study, you must notify the IRB Chairperson immediately.

CHANGES IN PROTOCOL: If there are significant changes in procedures or study protocol, you must notify the IRB Chairperson before they are implemented.

RENEWAL: You are required to apply for renewal of approval at least annually for as long as the study is active. Your next review date should be on or before 5/4/99.

John A. Fairbank
IRB # 02 Chairperson

May 4, 1998
Date

John A. Fairbank, Ph.D.
Print or Type Name

cc: ☐ Copy of approved Informed Consent attached.
Project Leader
Office of Research Contracts: J. W. Rintoul

RTI.IRB 1/93